

# THE BULLETIN

NOVEMBER 18, 1991 ~ 45TH YEAR ~ NUMBER 8

## UNIVERSITY OFFERS LAYOFF REPRIEVE

*Employees may return to work for period of consultation*

THE UNIVERSITY HAS INVITED the employees of the Faculty of Medicine whose jobs were terminated Nov. 13 to return to work for four weeks while the faculty undertakes a process of consultation.

President Robert Prichard made the offer in a Nov. 15 letter to the University community. In the letter, he expresses his regret at the way in which the decision to proceed with the layoffs was made.

"With the benefit of hindsight, I believe the process used to reach this decision was wrong and for that I am clearly responsible," the president writes. "Fundamentally, we permitted our attention to substance to undermine our commitment to process. This error wasn't the result of lack of attention or concern for its consequences."

### Associations Condemn Process

THE ASSOCIATIONS REPRESENTING the University's administrative staff and faculty members say they are not satisfied with President Robert Prichard's Nov. 15 letter inviting employees facing layoffs in the Faculty of Medicine to return to work for a four-week consultation period.

John Malcolm, UTSA's vice-president (salaries and benefits), said the letter is "an attempt to right the wrongs but it changes nothing. The damage is already done."

UTSA president Judith Eichmanis  
~ See ASSOCIATIONS: Page 5 ~

"We provided substantial severance arrangements and professional relocation services, and we are taking immediate steps to ensure that all laid-off employees receive a clear preference in competing for jobs elsewhere in the University. But we did not meet our fundamental obligations of openness and consultation."

The text of the letter is published in full on page 2 of today's paper.

Under the provisions outlined by the president, those who lost their jobs may return for four weeks. If, at the end of that time, the layoff decision is confirmed, those affected will receive the same severance package offered to them last week.

This package provides two options — to accept a lump sum payment and the services of a relocation consultant; or to remain on the University's payroll for a period of time determined by years of service while efforts are made to place them internally.

The size of the severance payment and the length of time an employee may remain on the payroll varies with length of service.

According to the manual of staff policies, consultation with the staff is required when organizational changes take place. However, in this instance, the University did not consult the employees affected by the layoff plans because they involved the elimination of entire functions, Professor Michael Finlayson, vice-president (human resources), told the Academic Board last week.

"It was our judgement that the policy was silent on this kind of situation," Finlayson said. "So we didn't ignore the policy. We simply felt it was not applicable to this particular

kind of event."

In an interview, the vice-president said no other layoffs on the scale of those in medicine are anticipated. But, he said, the government's transfer payments are expected to be low. "I don't know how we're going to cope," he said. "We are under great financial pressure."

Finlayson said the severance package offered to non-unionized staff members in medicine goes beyond the requirements of the University

policy. "I think we have provided all the things that the staff association wanted in connection with the release of administrative staff."

The severance packages vary, depending on years of service. No one affected will receive less than 12 weeks' salary. The longest serving employee will receive 81 weeks.

Everyone within retirement range has been offered early retirement and everyone has been offered the services of a relocation firm.

Finlayson has issued a memorandum to administrators reminding them of the hiring policy that gives preference to internal applicants released due to organizational change. However, experience has shown that the policy is difficult to enforce in the divisions, he said.

The layoffs announced Nov. 13 would have resulted in net savings to the University of approximately \$3 million, said Dean John Dirks of medicine.

~ See UNIVERSITY: Page 5 ~

## Wreath of Remembrance



Elementary school students, war veterans and the public joined members of the University community Nov. 11 for the Remembrance Day service at Soldiers' Tower. The service was conducted by Hart House chaplain the Very Rev. Clarke MacDonald and Rabbi Sharon Soble of Holy Blossom Temple. Laying a wreath for the University was Chancellor Rose Wolfe. More than 1,100 men and women from U of T died in the two world wars.

## Computer Centre Readies for Closure

BY CAROLYN MEREDITH

DESPITE AN ANNOUNCEMENT that their jobs will be terminated March 31, 14 employees of the Ontario Centre for Large Scale Computation are confident the government will continue its financial support of the centre, said Anna Pezacki, the centre's acting director and technical support manager.

On Nov. 14 the University gave the employees their notices, a move it said was necessary due to uncertain government funding.

David Sadleir, vice-president (computing and communications), said the possibility of further funding is "extremely unlikely." With an uncertain future looming, "we felt the only right thing to do was to inform the em-

ployees that the centre will close at the end of March, giving them every opportunity to contemplate their futures and to assist them in securing new employment." The University is offering the employees incentives to stay until March in order to meet current research obligations.

An announcement about the government's plans for funding is expected in the next few months, Sadleir said. On Nov. 27 officials at the Ministry of Colleges & Universities will hold a public meeting to discuss the recommendations of a report entitled A Large Scale Computation Evaluation Study for the Council of Ontario Universities. The report, submitted to the government in September, examines the  
~ See COMPUTER: Page 2 ~



## IN BRIEF



### COU puts government on trial

THE COUNCIL OF ONTARIO UNIVERSITIES WILL CHARGE THE PROVINCIAL government with "reckless endangerment" at a mock trial intended to raise public awareness about underfunding. The trial will be staged in the Governing Council chambers at Simcoe Hall on Nov. 26 at 1 p.m. All members of the University community are invited to attend. University Professor John Polanyi of the Department of Chemistry will sit on the 11-person jury along with faculty and students from other institutions and members of the public. Robert McGavin, chair of Governing Council, will be a witness for the prosecution. The script for the trial was written by Chris Earle, a member of Toronto's Second City comedy troupe. He will take the stand as Premier Bob Rae.

### Scarborough's math lab opens

THE NEW MATHEMATICS COMPUTER LABORATORY AT SCARBOROUGH College was officially opened Nov. 6 by officials from the University and IBM Canada Ltd. Earlier this year the company donated \$980,000 to the Breakthrough campaign for the establishment of the Scarborough lab, a research lab in mathematics on the St. George campus and facilities at the Faculties of Education and Management. Scarborough's math lab has 10 workstations equipped with software that helps students learn about complex analysis, differential geometry and number and graph theories.

### Province provides \$2.6 million

THE PROVINCIAL GOVERNMENT ANNOUNCED NOV. 14 IT WILL PROVIDE \$2.6 million over four years toward a \$5.7 million telepresence research project sponsored by the Information Technology Research Centre and the Telecommunications Research Institute of Ontario. The project involves the research and development of hardware, software and telecommunications technology to support work among individuals and groups who need to work together despite geographic separation. Telepresence will enable people to use computer, video and audio technology to meet, share information and co-write documents. The project involves researchers from Ontario, Germany, Spain, France and Italy.

### Wolf appointed to COU position

JACQUELYN WOLF, DIRECTOR OF THE SCHOOL OF CONTINUING Studies, has been appointed chair of the Committee on the Status of Women for the Council of Ontario Universities for 1991-93. The committee has been involved in issues ranging from pay equity and women's participation in science and technology to bias-free recruitment and hiring and safety on campus. Wolf assumed her position July 1.

### Franklin receives honorary degree

UNIVERSITY PROFESSOR EMERITUS URSULA FRANKLIN OF THE Department of Metallurgy & Materials Science, currently a senior fellow at Massey College, received an honorary degree from McMaster University at its Nov. 8 convocation ceremony. Franklin holds a PhD in experimental physics from the Technical University in Berlin. She began her career at U of T in 1967; although she retired as a teacher in 1989 her research activities continue. A prominent pacifist and feminist Franklin holds 13 honorary degrees and was one of the recipients of this year's Governor General's Award in Commemoration of the Person's Case.

### IMS wins two awards

U OF T'S GRAPHIC DESIGN FACILITY, IMS CREATIVE COMMUNICATIONS, won two first-place Awards of Excellence at the annual Universities & Colleges Design Association (UCDA) awards ceremony held in Saratoga Springs, New York, in September. IMS received one award for a booklet developed to interest high school students in the computer engineering program established by the Departments of Electrical Engineering and Computer Science. The other was for a poster, prepared for the Institute for Basic Research in Staten Island, New York, to promote the Second International Conference on Alzheimer's Disease & Related Disorders held in Toronto in July 1990. UCDA organizes the annual competition to honour the work of university and college designers throughout North America.

# An Open Letter from the President

*Robert Prichard addresses layoff decision in Faculty of Medicine*

Friday, November 15

Dear Members of the University Community:

AS YOU KNOW, ON WEDNESDAY of this week the Faculty of Medicine laid off 79 administrative staff employees. This decision was taken after careful consultation by the dean with my administration over the past two months. With the benefit of hindsight, I believe the process used to reach this decision was wrong and for that I am clearly responsible. I write to express my regret and attempt to correct the error.

The substance of the decision is straightforward. The Faculty of Medicine faces the need to make major budget reductions as a result of our continued brutal underfunding. In the spring the dean initiated a review of the faculty's central administrative services and retained a national consulting firm for advice. The consultants concluded that very significant savings could be achieved by eliminating various services and sharply reducing others without seriously damaging the teaching and research activities of the faculty. Based on these recommendations, the dean and his colleagues decided they should proceed with these changes as the most appropriate way to meet the faculty's budget cut.

Our mistake lay not in this analysis but in the process used to implement the decisions, a process arrived at in full consultation with, and on the advice of, my administration. The error in the process was to fail to consult in advance with the employees affected by the decisions and to gain the full benefit of advice from the various constituencies within the faculty that depended upon the central administrative services. The obligation to consult arises from the University's policies, the nature of our community, the values we share and our commitment to doing things right, both in substance and in process.

How did this happen? Driven by our worsening financial situation, we focused too much on substance and too little on process; too much on confidentiality and too little on in-

volvement; and too much on the letter of the law and too little on its spirit. Fundamentally, we permitted our attention to substance to undermine our commitment to process. This error wasn't the result of lack of attention or concern for its consequences. We provided substantial severance arrangements and professional relocation services, and we are taking immediate steps to ensure that all laid-off employees receive a clear preference in competing for jobs elsewhere in the University. But we did not meet our fundamental obligations of openness and consultation.

With the mistake made, what should be done? While I would like to start again, I cannot. Much of the damage has been done. However, I believe it is important to do what we can. The dean and I have agreed to invite today all of the laid-off employees to return to the Faculty of Medicine on Monday while the faculty undertakes the process of consultation and discussion that I should have required prior to the terminations. We expect this process will take four weeks and those employees who return will be paid for this additional time at their previous salaries and invited to participate fully in the review process.

I realize that some employees will not want to return, preferring to continue with the relocation process, accept the severance payments and rely on the professional relocation services we have provided. Indeed, some employees have already been relocated. For those who do return, we will need to work together to make sense of the work assignments and responsibilities in the face of the inevitable changes that have occurred and to ensure all returning employees can participate as fully as they wish in the review process.

For those who do return, I do not want to hold out false hope. Our financial situation remains critical and the Faculty of Medicine must bear its share of the burden. Moreover, those who have reviewed the consultant's report that led to the terminations have been readily persuaded by it. There is every reason to believe the recommendations will be confirmed following the process of consulta-

tion and review and in this event the terminations decision will stand. However, the process will permit the full consideration of new information, analyses or alternatives that may arise with respect to the faculty's central administrative services to see if the decision can be improved. In the end, the budgetary and organization decisions remain with the dean and his colleagues.

If the termination decisions are confirmed, the enhanced severance arrangements and relocation services offered this week will still apply. The dean will proceed as quickly as possible with the review; the consultant's report will be widely available; meetings within the faculty for all interested employees of departments and units to meet with the consultants will be arranged; and consideration of any alternative strategies that may be suggested will be taken seriously. I have not, however, asked the dean to abandon either the decisions or the faculty's attention to the greatest possible administrative and organizational effectiveness with respect to the central administrative services. Those decisions should be changed or varied only if better ones, equally responsive to our financial dilemma, are identified. The dean expects to complete the consultation and review process within four weeks.

The origins of this incident lie in our current financial situation and the province's financial prospects. We are likely to face very difficult times over the next two years as we struggle to maintain our mission with increasingly inadequate resources. As we work our way through this period, however difficult it may become, we must retain our commitment to our fundamental values as a university. Openness, consultation and fidelity to our procedures and policies are central among these, and I will try to vindicate them in the conduct of my administration.

I very much regret my mistakes of this week and the hurt caused by them, both directly and indirectly. The decisions reflected in this letter can eliminate neither, but I hope they are responsive to both.

ROBERT S. PRICHARD.

## Computer Centre Readies for Closure

~ Continued from Page 1 ~

future of large-scale computing in the province. The outcome of discussions will form the government's position on future support of such projects.

Last year the province provided enough funding for a one-year extension of the centre's operations. At the same time, the University submitted a proposal for long-term financing from the government in which it asked for \$50 million to operate the centre for the next five years. Since the centre opened in 1986, the government has provided \$21.2 million for its operation.

Professor James Keffer, vice-president (research and international relations), said the University will do its best to find alternate facilities for those researchers who use the centre. Some may be able to conduct their

work using less powerful machines while others may turn to other types of supercomputers available in the United States.


The centre, home of the Cray supercomputer, is a large-scale computation facility for researchers from

universities across Canada. It is also used by government departments and industry and has supported research on a wide variety of complex applications including theoretical astrophysics, biochemistry, meteorology and economics.

UNIVERSITY ~ OF ~ TORONTO

## THE BULLETIN

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## Studies Build Public Support

ONTARIO UNIVERSITIES contribute more than \$6 billion a year to the provincial economy, according to a study commissioned by the Alliance for Ontario Universities.

The alliance, which is working to build public support for universities at the grassroots level, released the results of its \$30,000 economic impact study at a press conference Nov. 4. The organization also issued a study listing the ways in which individual universities in the province contribute to their communities and to society.

Robert McGavin, chair of Governing Council and a member of the Founders Council of the alliance, said that higher education is competing for tax dollars with other sectors of society and must make a persuasive case for itself. The release of the two studies was intended to demonstrate that "we do make a difference and that our contribution comes not only in being able to provide educated Ontarians which will be so essential in the next decade ... but that we pay our way."

President Terence Grier of Ryerson Polytechnical Institute said universities "can't afford to take for granted any longer that the people of Ontario know that we're serving them." Universities, he said, have done their job well in spite of the underfunding that has become chronic over the past dozen years. The public, however, is largely unaware "that the circumstances in which we're doing it are getting steadily worse. And that we're reaching the point where we will not be able to continue to do that job as well."

The economic impact study indicates that universities in the province spend approximately \$3 billion a year on operations, research and capital development, which in turn stimulates spending in other sectors. The result, the study concludes, is that the institutions are responsible for \$6.2 billion in direct and indirect spending.

Approximately 70,000 people are employed by universities and the related industries that supply them with materials. In all, more than 138,000 jobs in the province are associated in one way or another with university operations. Moreover, levels of both employment and spending by universities tend to be stable, rather than cyclical, with the result that the institutions help to buffer communities against the effects of major swings in their regional economies.

Government funding to universities totals approximately \$1.9 billion. However, the federal and provincial governments recover more than \$1.2 billion in taxes as a result of university expenditures. Their contribution in net funds, McGavin said, is only \$700 million.

## Starting from Scratch



First-year architecture student Denise Kim studies the ins and outs of abstract construction in an introductory design class held at the School of Architecture & Landscape Architecture. Students will also complete a series of projects that introduce them to the design process, spatial sequence and the "built form" in relation to the natural environment and human use.

JEWEL RANDOLPH

## Tenure and Teaching Excellence Take Centre Stage

*Academic Board supports Yip committee's recommendation for emphasis on teaching*

BY DAVID TODD

TENURE SHOULD BE GRANTED only to candidates with achievements of "high quality" in both teaching and research, the Academic Board has concluded.

Although the opinions voiced at the board's Nov. 14 meeting varied widely, a straw vote indicated strong support for the proposed change to the University's academic appointments policy. The current policy calls for "demonstrated excellence" in either research or teaching and "clearly established competence" in the other.

Professor Cecil Yip of the Banting & Best Department of Medical Research, who chaired the Special Committee to Review the Policy & Procedures on Academic Appointments, said the change was intended to underscore the importance of teaching to the granting of tenure. It is one of many revisions to the policy proposed in the committee's report, now going through its second reading by the board.

The meeting was the first of two special Academic Board sessions devoted to discussion of the Yip committee report. The second is scheduled for Dec. 5.

President Robert Prichard said that such a change to the criteria would affirm that the University wants tenure committees to give equal attention to a candidate's accomplishments in both teaching and research "because these are both equally central to our mission." However, he also suggested that the

wording of the statement on tenure criteria should make clear that U of T bases its standards for "high quality" on the nature of its mission, which is to be "an internationally significant research university."

If the proposed change ensures that tenure committees consider what constitutes good teaching, then it will have served a valuable purpose, said Sandy Oh, a full-time

undergraduate member of the board. "Students feel that now is the time to act quickly and firmly on the improvement of teaching at the institution."

Other board members, however, expressed reservations about the committee's recommendation. Dean Gary Heinke of the Faculty of Applied Science & Engineering pointed out that there is no evi-

dence that the existing criteria are unsatisfactory. "I don't believe that we've been making wrong tenure decisions, in bulk, based on the criteria that we have."

The new wording is far too general, said Dean Marsha Chandler of the Faculty of Arts & Science. "I think it would lead to a levelling and a mediocrity in what we define as high quality."

## Marsden Appointed President of Wilfrid Laurier University

PROFESSOR LORNA MARSDEN OF the Department of Sociology, a member of the Senate, has been appointed president of Wilfrid Laurier University in Waterloo for a five-year term. She takes office Aug. 1 at which time she will resign from the Senate as representative for Toronto-Taddle Creek.

Marsden, 49, is a native of Sidney, British Columbia. She graduated from University College with a BA in 1968 and joined the U of T faculty in 1972 after she received her PhD from Princeton University. In 1977 she was appointed chair of sociology, from 1979 to 1982 she served as an associate dean of the School of Graduate Studies and in 1983 she was appointed one of three vice-provosts, the third woman to hold a senior administrative position at Simcoe Hall. She left that position in 1984 when she was called to the Senate.



Lorna Marsden

In 1972 she began working for the federal Liberal party and served as vice-president from 1975 to 1980 followed by four years as chair of the party's standing committee on policy. From 1989 to 1991 she was

chair of the Senate standing committee on social affairs, science and technology and sponsored a private bill to amend copyright laws that discriminate against schools, universities and researchers.

A founding member of the National Action Committee on the Status of Women and its president in 1975-77, Marsden has worked hard for women's equality inside and outside the academic community.

She has written a number of books and articles including *The Fragile Federation: Social Change in Canada* (1979) with her husband Edward Harvey and *Lives of Their Own: The Individualization of Women's Lives* (1990) with two colleagues.

Wilfrid Laurier University has 6,000 full-time students. Marsden is the institution's first female president and succeeds John Weir who has held the post since 1982.



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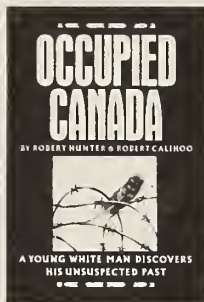
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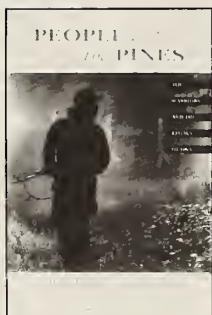
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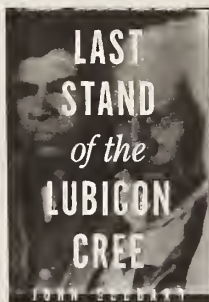
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# Men Discuss Sexism on Campus

BY DAVID TODD

IT TOOK YEARS OF FEMINIST OUT-ry but the notion that "it's a man's world" is finally falling into disrepute. Righting the wrongs of a society that has always taken that notion for granted, however, is going to be more difficult. And for many men, the hardest part may be simply figuring out their roles and responsibilities in the whole process.

Such questions about male attitudes and how to alter them were the focus of discussion at the first Ontario Campus Men's Conference held at U of T Nov. 15-17. The event — Strategies for Change — was organized by the U of T Men's Forum and the Ontario Confederation of University Faculty Associations (OCUFA).

The meeting brought together pro-feminist men from universities and colleges across the province to talk about how they might work toward eliminating sexism within their own institutions. "We wanted to focus on what happens on campuses," said

OCUFA president Bill Graham, in interviews with organizers, "because we think that universities should be models for change and improvement in our social situation."

Keynote speakers discussed issues ranging from the politics of the men's movement to the shaping of masculine identity among young men. A series of workshops dealt with such topics as sexual harassment, sexism in the classroom, men's support groups and homophobia.

The conference was the first major initiative taken by the U of T forum, a group established following the massacre of 14 women at Montreal's L'Ecole Polytechnique in December 1989. From the outset members have tried to provide a voice for men at the University who support feminism and to challenge other men to reconsider their attitudes.

Patrick Donahoe, dean of students at Victoria College, said that the event was intended to send people back to their campuses "with renewed energy and some new light by which to look at these issues."

Men have not traditionally acknowledged that women don't enjoy the same degree of power and privilege in society as they do, Donahoe said. There is, he added, a moral imperative for men to challenge sexism and in particular to speak out about the violence toward women that is endemic in society. Unfortunately, some deeply ingrained male biases stand in the way.

"A lot of men haven't explored these issues because traditionally our society has trained us that women's voices are less significant. Many men don't listen very well to women."

One place at universities where sexism needs to be challenged is in the classroom, said Graham, a professor of philosophy at Scarborough College. He said that there are still classroom situations in which discussion of women's issues is either not encouraged or treated less seriously than it deserves to be. Male students and faculty alike, he said, must learn how to listen seriously to women's voices.

## NOTEBOOK



JOHN CRISPO

PROFESSOR JOHN CRISPO OF THE FACULTY OF Management is never, it seems, at a loss for words. Speaking to an audience at Brock University as part of the 1991-92 D.G. Willmot Distinguished Lecture Series on Oct. 29, he touched on topics such as Canadian politics, the economy and the CBC, noted Brock's *Campus News*. Noting that his opinions are usually unpopular, he declared, "I am proud to be politically incorrect on everything." Even universities did not escape unscathed in his speech. Academe, he said, is where an assistant professor is a PhD who has learned to make a single point into a lecture, an associate professor is someone who has learned to make a point into a course, a professor has learned to make a point into a whole career, a dean has forgotten the point and a president thinks there never was a point.

ALL SORTS OF INTERESTING AND UNUSUAL TESTS are carried out every year at the University's SLOW-POKE nuclear reactor facility located on the ground floor of the Haultain Building. The reactor's 1990-91 annual report lists tests that include air samples taken from the Canadian Arctic, a comparison of Indonesian and Canadian hair for environmental monitoring and an investigation of the constituents of earwax. A project undertaken by a student at Loretto Abbey High School in Toronto compared Coke and Pepsi in the "Ultimate Taste Test." She discovered that, for the elements analyzed, there were no measurable concentration differences between the two except that Coke had more phosphorus and Pepsi, more chlorine. For other drinks, she found no trace elemental differences among homogenized, two-percent and skim milk; coffee showed higher levels of magnesium and potassium than tea but far lower concentrations of aluminum; and milk had the second highest levels of potassium after bananas. Other report tidbits: suspect copper wire was analyzed to ensure that it was what it appeared to be — and it was; nail polish was checked for elements that might produce colour; and some cockroach blood samples were analyzed for major ions.

IF YOU'RE LOOKING FOR AN OPPORTUNITY TO GET your Christmas shopping done early this year and want to support a good cause at the same time, the Child Care Holiday Fair at Erindale College is the place to be on Nov. 27 and 28. The fair, to be held from 10 a.m. to 2 p.m. at the Meeting Place in the South Building, will feature toys, books, crafts, baked goods and a visit from Santa. Money raised will help to support Erindale's new Child Care Resource Centre. Guest parking is free if people identify themselves as fair-goers.

DRESSING FOR SUCCESS DOESN'T NECESSARILY MEAN blue pin-striped power suits, Coco Chanel knock-offs or Amalfi shoes. For Chancellor **Rose Wolfe**, it means sneakers and hard hats. In her quest to become better acquainted with all facets of the University, she has been visiting various buildings and campuses. Earlier this month she donned her running shoes for a tour around the Scarborough College campus where she viewed the soil erosion research facility, the geology work areas and the new mathematics lab. Last summer, in 97 degree heat, her garb included a hard hat, work boots and wool socks for a tour of the Woodsworth College renovations.

FEELING IN NEED OF A NOVEMBER PICK-ME-UP? Entertainment and good food are in store for those who attend the opera division's opera tea Nov. 19 from 3 to 5 p.m. on the stage of the MacMillan Theatre in the Edward Johnson Building. Tickets are \$12.50 and will be available at the door. For more information, call **Tina Orton** at 978-3746.



ROSE WOLFE

## University Offers Layoff Reprieve

~ Continued from Page 1 ~

The money to be saved has been earmarked for other purposes including changes relating to curriculum renewal and improvements in areas such as basic science, community health, rehabilitation science and clinical departments.

Dirks said he did not think the elimination of support services would affect teaching and research activities. "We believe these services were not fulfilling what our requirements were."

Some departments — technical services and medical and administrative computing, for example — were to have been eliminated, while others were to have been reduced.

Eighty-one positions were to have been eliminated, two of which were unfilled. The 79 employees who were laid off included computer programmers, photographers, graphic artists, store keepers, clerks and administrative assistants.

Ten of the affected staff are members of Local 3261 of the Canadian

Union of Public Employees whose collective agreement allows them to "bump" other members of their bargaining unit with less seniority.

If they leave medicine, they will all find new jobs at the University, probably without forcing others out of work, said Robert Panzen, president of the local.

Earlier this year, the consulting firm Deloitte & Touche was commissioned to review the faculty's material distribution centre, office services, electrical and machine shops and Instructional Media Services.

Discussions of the consultants' report began in August and the final document was submitted about a month ago. It concluded that parts of medicine's services sector did not necessarily have to be placed within the faculty. Some would be better placed elsewhere and some were under-used.

The consultants' conclusions were similar to those drawn by a study conducted three years ago. At that time, the recommendations were discussed and dismissed by the divisions of the faculty.

"As a result it was clear that administratively we would not be in a position to make the change," Dirks said. But if the recommendations had been implemented three years ago, "we would certainly not have to make the same number of cuts today."

The layoff plans were kept confidential until the morning of Nov. 13. Throughout the day, the employees were informed in groups about the cutbacks, whereupon they were given individual interviews.

Those who lost their jobs were referred immediately to the Human Resources Department and to the consulting firm specializing in relocations. Extra security measures were taken and one person was escorted out of the Medical Sciences Building by security staff, Dirks said.

## Associations Condemn Process

~ Continued from Page 1 ~

said the employees in question had been under pressure to increase productivity for the last year. They had often worked overtime without pay, she said. But despite their response to pressures, the employees were terminated without consultation. "The whole process is absurd. It's Dark Ages management."

UTSA learned of the terminations at 8 a.m. Nov. 13, the day they were announced to those affected.

In a Nov. 15 statement, the faculty association called on the president to reinstate the 79 employees affected, admit publicly that the administration erred, apologize and direct the administration to abide by all existing policies and procedures.

"Although the administration has come some way toward meeting the association's demands," the statement says, "it has not gone far enough in rectifying the serious damage it has caused to the lives of individual employees at the University and to the trust members of our community have in the University's administration."

UTFA has called a membership meeting Nov. 19 to discuss the matter.

At a special meeting of the Academic Board Nov. 14, members

expressed their displeasure at the way in which the decision on layoffs was reached — in apparent contravention of University policy, which requires consultation on reorganization and termination.

Professor David Tinker of the Department of Biochemistry said that the sense of moral outrage at the University "is so deep as to defy belief. The wreckage of the morale of the faculty cannot be overstated." Tinker said departmental chairs in medicine approached the consultants, who recommended the changes, for information and were told they had no right to know.

Professor Cecil Yip of the Banting & Best Department of Medical Research said that to disregard policy and procedures on termination and reorganization and take advantage of "silent areas" in the policy is "extraordinary."

Yip chairs the Special Committee to Review Policy & Procedures on Academic Appointments. He said he finds it ironic that he and his colleagues have worked hard to produce a new policy on academic appointments, only to be confronted by a case in which the administration has set aside another policy "by the stroke of a pen."



## 1991 Samuel James Stubbs Lecture

MARTHA NUSSBAUM

Professor of Philosophy, Brown University

### Tragedy and Self-Sufficiency: Plato and Aristotle on Fear and Pity

Wednesday, November 20, 1991

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## LETTERS

### BROADEN MEMBERSHIP OF SEARCH COMMITTEES

At the Oct. 24 meeting of the Academic Board during the discussion of certain principles of the Yip committee report, I proposed that at least four members of a selection committee should be appointed from constituencies outside the department and faculty conducting the search. At present there are no binding rules specifying the number of such members who can serve on search, promotion and tenure committees.

I made the proposal for three reasons. First, the University must ensure that there is wide multidisciplinary representation on committees when recruiting and advancing scholars. Over the years departmental missions have changed and the traditional definition of disciplines has been modified. In science, for example, physiology and biochemistry departments — whose research and training missions were designed during the early decades of the 20th century — have evolved into multidisciplinary structures such as centres and institutes. It is clear that departments must learn to adapt to new cooperative ventures. By broadening the representation on committees, the University will broaden its perspective on recruitment and promotion and overcome the limitation of traditional definitions of disciplines.

The second reason for wider representation is to better reflect the ethnic composition of our society. This cannot be accomplished solely by the representation of various minorities on these committees. Search and promotion committees in the arts, history and philosophy must include representatives from departments such as Asian and African studies.

Finally, the University's search and promotion committees must include individuals committed to the promotion of native language, music and culture in the curriculum. It may be necessary to define the composition of membership so that people from outside institutions can be included: for example, Trent University where native

culture is being intensively studied and taught.

BERNHARD CINADER  
DEPARTMENT OF IMMUNOLOGY

### MACLEAN'S RANKED ARTS AND SCIENCE

One can reasonably expect that it will be a long time before we hear the end of the many debates that the *Maclean's* report on Canadian universities will stimulate. The university rankings and the methods by which they were created are certainly debatable. Even the editors of the newsmagazine say so.

But there is one important point that can and should be emphasized. *Maclean's* did not rank universities. At the start of the special issue, in clear but not prominent terms, *Maclean's* explained that its rankings were based on undergraduate programs in arts and science, not on all of the programs offered by each university. In the case of our university the ranking pertained to undergraduate arts and science programs on all three campuses.

That fact, which is very important if any credence at all is given to the report, could have been reflected more strongly in your otherwise excellent account of the rankings. I say this not only to place in perspective the results of the *Maclean's* report but also to remind us that the University of Toronto has great strengths in many areas, not only in arts and science.

DANIEL LANG  
ASSISTANT VICE-PRESIDENT  
(PLANNING) AND UNIVERSITY  
REGISTRAR

### LETTERS DEADLINES

NOVEMBER 22 FOR DECEMBER 2  
DECEMBER 6 FOR DECEMBER 16

Letters should be submitted on a computer disk in WordPerfect or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number.

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# A DEGREE OF CHANGE

*The transition to University life means coping with new responsibilities*

BY CAROLYN MEREDITH

**B**EFORE ALL OF HER POSSESSIONS AND EVERY piece of her wardrobe could be comfortably jammed into her new room at Whitney Hall, Louisa Chen of University College had befriended her roommate, explored the campus and planned her career. As a first-year student from Buffalo, New York, Chen has used the lessons of her youth to enthusiastically embrace university life.

She was born in Taiwan and moved to Buffalo with her parents and three older sisters when she was nine. After the move, her father, a lawyer, continued to commute between Taiwan and the United States and Canada. Her mother missed her husband while he was on his lengthy business trips and soon joined him on his travels. The four sisters remained alone in Buffalo; their parents visited for one week every three months. Chen says she and her sisters quickly learned how to get along with one another and to cope with the responsibilities that invariably come with an independent and adult way of life.

At U of T the 18-year-old is making the transition from high school with ease. Chen chose to attend a Canadian university because tuition fees in Canada are more affordable than those in the States. She is a dedicated student who is adapting easily to university-level courses, continuing her piano lessons and getting involved in student life. She is not alone. This new generation of young adults is handling the changes, choices and responsibilities well.

One of the most important characteristics of many members of this group is their view that a university education is primarily a means of securing a good job in the future. They are career-driven. Many make career plans before they write their first university exam.

Paul Quinn, a first-year student at St. Michael's College, believes that obtaining a degree is as important as pursuing one's personal interests. "A degree doesn't guarantee a job but it's a lot better than a high school diploma. University is no longer just an enriching experience. I mean, I came here and I'm taking the courses I want to take but I'm doing it in a way that will keep my options open."

Many of the students have traditional careers in mind such as pharmacy, medicine, law or engineering.

Some have part-time jobs. Some work to gain valuable experience in their chosen field, others to pay the rent. Dimitris Polygenis is in his first year in the Faculty of Pharmacy and he has been working part-time in a drug store for the last three years. He has gone from stocking shelves to helping the pharmacist prepare medication for customers. His experiences at the drugstore were instrumental in shaping his career plans.

Quinn's family lives in Scarborough but he rents a basement apartment near the St. George campus. On weekends he returns home to a job at a grocery store. The work is not career-

oriented but the money pays the rent. Quinn is meeting the cost of his university education virtually on his own.

"I'm paying for everything with the exception of books. My dad's chipping in for that major contribution. He believes in 'pay your own way,' which is good, I suppose. I know a lot of people who go to university and don't pay their way and don't really think about it. If they pass, they just pass. It's not really that important to them because it's not their life savings going down the tubes."

When prospective U of T students consider continuing their education at Canada's largest university, the cost of their education is only one of many considerations. Another is class size. In high school they hear rumours of large, impersonal classes and inaccessible professors. Nevertheless, they chose to attend U of T and all are comfortable with the style of teaching

to get a good seat, another emphasizes the importance of overcoming peer pressure to sit at the back of a lecture hall.

Good teachers, students say, inject humour into their lectures. They don't stand in the front of a room reading their notes. "Some professors are better than others," says Polygenis. "But they seem to know what they're doing — as far as I can tell so far."

For some students, the transition to university life is not a dramatic upheaval. Anju Saini, a first-year student at Erindale College, is meeting new academic challenges in what is essentially a familiar environment. She continues to live with her parents in Mississauga, has the same part-time job she has held for two years at the local mall and attends classes with her friends from high school. "I haven't really given up anything," she says.

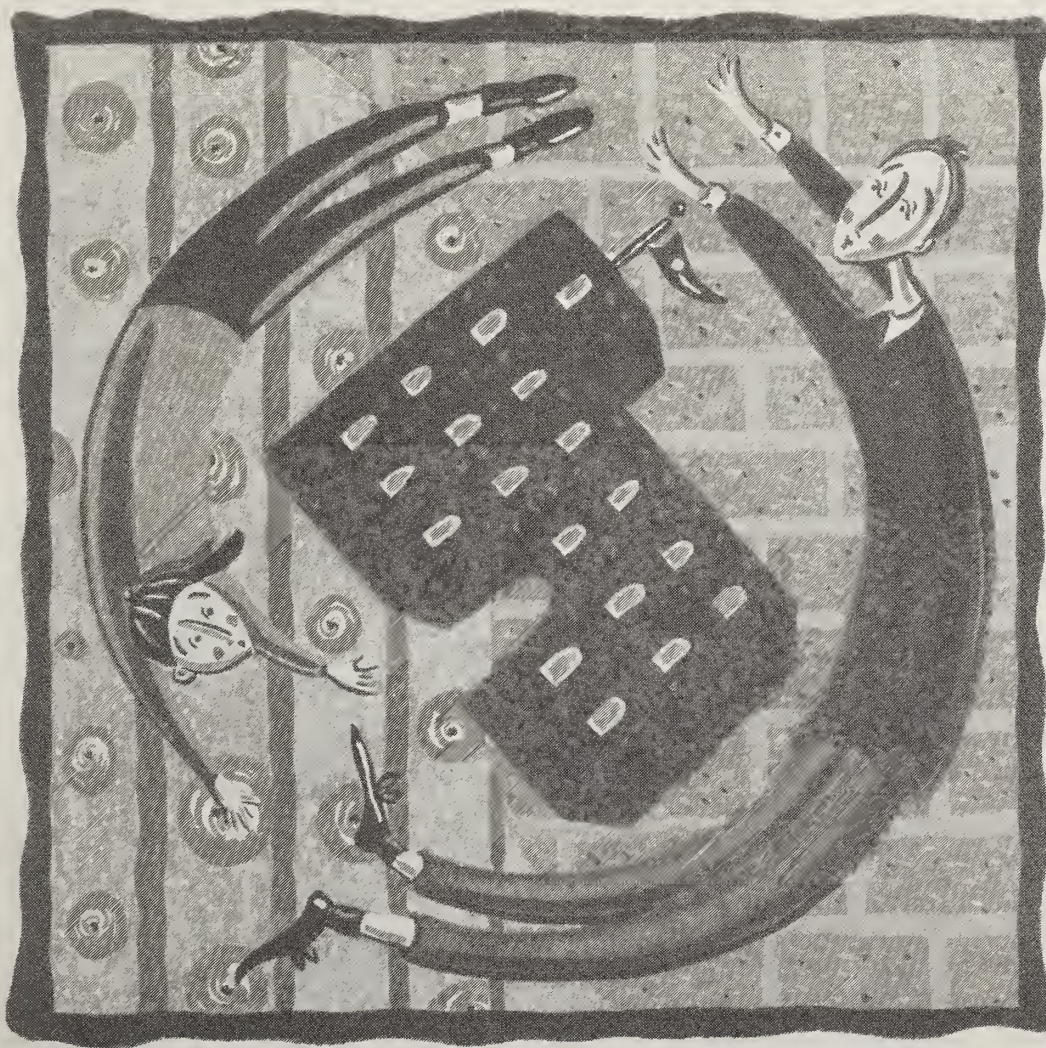
Living quarters are another consideration for first-year students. Chen's outgoing personality makes her an ideal candidate for the party atmosphere. She enjoys life in residence and spends hours each week chatting with friends in the halls and the lounge. She has also devised a study schedule to help her avoid the pre-exam crunch. Polygenis made a very practical decision to commute to the St. George campus from Downsview. "I wanted to live at home. I didn't think I would do as well in residence because I'm easily distracted." He doesn't mind commuting and says the bus is less time-consuming than doing your own laundry and "taking care of yourself."

Ted Carter, a second-year computer engineering student and a veteran of the first-year experience, has already learned some of the most important lessons of his academic career. By the end of his first term he faced failure in the computer engineering program. But instead of dropping out or transferring to another field, he decided to join the transition program in the Faculty of Applied Science & Engineering. He repeated courses in calculus, linear algebra and applied mechanics during the winter term and completed additional courses during the summer. The program, and a similar

one in the Department of Mathematics, offers determined students a second chance.

Carter is now doing well and is wiser for his experience. His advice to new students is simple: do the work. He has also learned to make the most of his classes. He now attends every lecture and tutorial. "I learned at the end of the first semester that tutorials actually do things for you. You can't be shy. You have to take advantage."

Two months into the university experience most students are confident they will thrive. They will make mistakes — some will change their courses of study, others will make new career plans. But regardless of what the future holds, they feel comfortable at U of T and have confidence in the choices they have made.



at the University.

"I expected worse," says Polygenis. "U of T has this reputation of being cold and big and difficult and scary. You expect big classes and an uncaring sort of environment but I've found the opposite so far. Nothing terrifying."

Chen has already figured out how to succeed in larger classes. "You have to concentrate on the teacher instead of looking around. It depends on where you sit, too. If you have a person behind you who yaps and yaps, you can't concentrate."

Comparing her high school and university experiences, Laura Mueller, a pharmacy student at New College, says the adjustment to a new way of learning is not that difficult. At university you pay attention because you want to, not because you are afraid of the teacher. One student recommends arriving early



# NO WHITE ELEPHANTS IN NOAH'S ARK

*Woodsworth College's new principal uses facts to figure the future*

By KARINA DAHLIN

**S**HORTLY AFTER TAKING OFFICE AS principal of Woodsworth College July 1, Professor Noah Meltz of the Department of Economics initiated a research project. He wants to know if there are solid arguments for asking the University's help in funding Woodsworth's pre-University program. He needs assistance for bursaries and other expenses and if he doesn't receive it, the program will not be able to fulfil its mandate in helping economically disadvantaged students gain admission to the University.

The study is under way and includes surveys of enrolment statistics and success rates as well as interviews with students who have completed the program. It's already known that enrolment has increased by more than 30 percent over the last five years while the number of support staff has remained virtually static. If the investigation concludes the program is worthwhile, Meltz will have the documentation he needs.

Meltz, 57, thrives on a dual existence as administrator and researcher. A quick glance at his curriculum vitae shows, for example, that when he was director of the Centre for Industrial Relations from 1975 to 1985 — and helped to establish the master's degree and PhD programs — he also worked as an adviser to the Ministry of Labour and continued publishing, including the textbook *Human Resource Management in Canada* (1983), going into its third edition next year.

Meltz's areas of research are industrial relations,

labour market analysis and human resources management. His many contacts and commitments keep him well informed and he frequently identifies issues before they become part of the public agenda.

In 1982 as a visiting scholar to the Sloan School of Management at the Massachusetts Institute of Technology, he was struck by the fact that labour relations in the US had changed significantly since his days as a graduate student at

Princeton University in the early 1960s. His observation was eventually translated into half a dozen papers about the startling difference in union membership between the two countries since 1964. While the American membership had decreased, the Canadian had increased — partly as a result of Canadian legislation supporting collective bargaining.

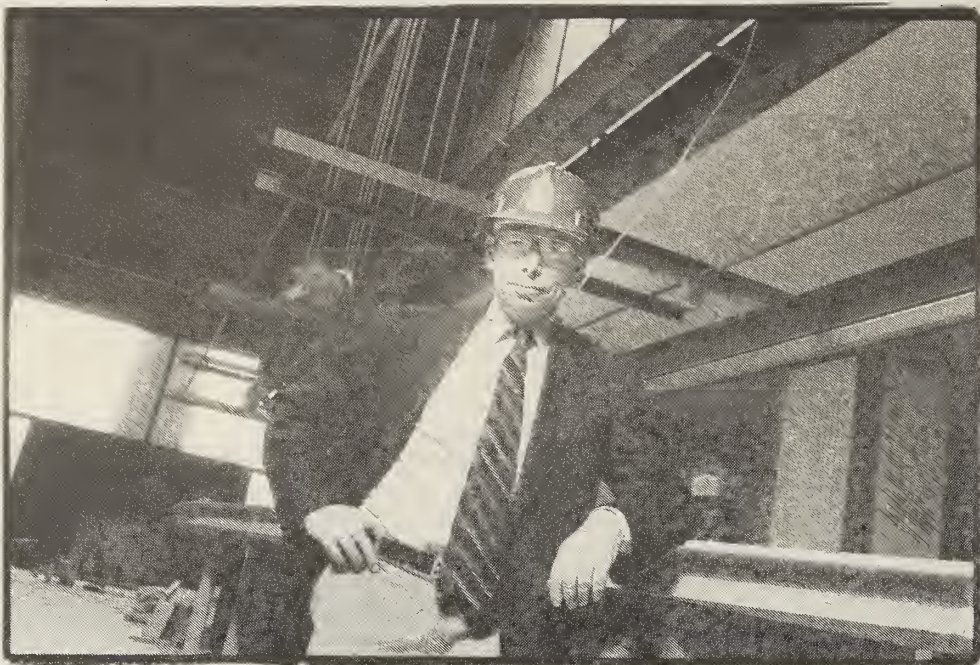
The job as principal of Woodsworth is Meltz's largest administrative assignment to date. The col-

lege is the youngest at U of T and has approximately 4,500 part-time arts and science students, 600 full-time, 900 diploma and certificate students and almost 1,600 pre-University students. It was created in 1974 in response to pressure by part-time students who wanted to be recognized as equal members of the University community.

In 17 years it has fostered a distinct identity, an achievement Meltz attributes to the strong leadership of his predecessors, Professors Arthur Kruger (1974-1977, 1984-1991) and Peter Silcox (1977-1984). There's a strong esprit de corps at Woodsworth, says Meltz, a result of its history and staff members' dedication and interest in students.

Meltz plans to continue his predecessors' work, endorsed with enthusiasm by a provostial review last year. In the short term, he looks forward to a new year of celebrations. First there's the end of the college's 18 months in exile at the North Borden Building and its return in January to a renovated and enlarged building at 119 St. George St. Then on March 23 the college will celebrate Meltz's installation and on May 7 Premier Bob Rae is expected to officially open the college.

If underfunding is a concern at Woodsworth — and it is — Meltz does not dwell on it. Problems like the future of the pre-University program loom but he isn't moaning. He's preparing himself for action.



*Noah Meltz stands amidst the renovations at Woodsworth College.*

## PROFILE

### ANYTHING BUT A RETIRING LIFE

*Leaving the teaching to others doesn't mean losing touch*

By CAROLYN MEREDITH

**W**HEN PROFESSOR ANN BODDINGTON of classics at Scarborough College arrived in Canada from the United Kingdom 25 years ago, she expected to teach first-year students at a new U of T college near the St. George campus.

Instead she was "a bit horrified" to find the college was in the city of Scarborough, 33 kilometres away from the downtown campus. Staff and students moved into the newly constructed college in January 1966. Remembering that first year, Boddington says the campus was "all mud and bulldozers and snow and puddles with ice on them. It was quite bleak. On bad days I thought 'won't it be awful if I'm here in 10 years' time.' I only planned to stay a few years."

Over the next 25 years she fell in love with the college and although she plans to take early retirement next year she wants to continue her involvement in some capacity.

The University should have offered its early retirement package sooner than it did, she says. There is not enough "young blood" on campus and a disproportionate number of people are over the age of 55.

Her decision to retire is a thoughtful one. "I'm beginning to wonder if I'm coming to the end of my usefulness. If the age gap gets too big, it gets harder to stay in touch with the students."

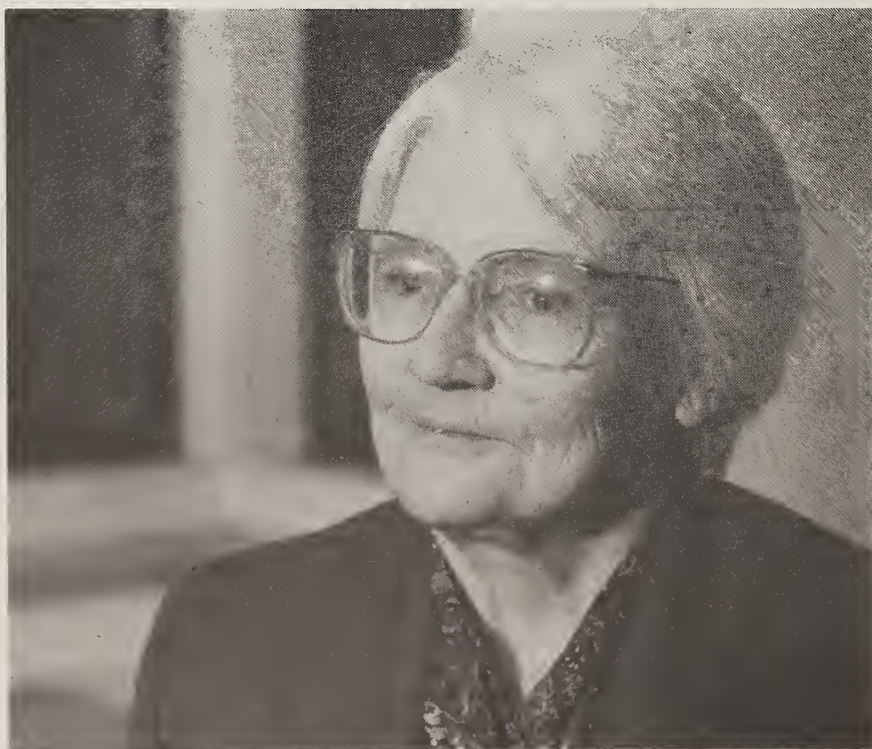
In a letter to *The Bulletin* last March, Boddington proposed that senior members of the faculty, administration and library who earn more than \$70,000 should forego any cost-of-living

or merit pay increases for the next three years. The "lion's share" of the University's budget is spent on the salaries of employees over 50 years of age, she said. She proposed that benefits remain untouched and pensions be calculated to include the increases given to other staff.

Today the proposed "pay pause" appears to be an increasingly viable way to improve the University's financial situation, she

makes me a bit of a dull dog."

When she retires next year, she hopes her teaching days will not be over. She plans to maintain her ties with the college and may return to teach the odd class. But regardless of the extent of her formal involvement, Boddington will no doubt keep in touch, expressing her opinions on issues that affect the staff and students at Scarborough.



says. "I think that if the people who have educated their children and paid off their mortgages were prepared to make a bit of a sacrifice for a few years, that might save the younger people from losing their jobs. It's the younger people who are vulnerable in the system."

Despite a shrinking budget and what may be a tough financial future, Boddington says the faculty at Scarborough is coping well. They are a congenial and scholarly group and the college is "a lot better than a lot of people think we are. As a smaller school, we have something to offer on the teaching side." Small classes allow students to participate and ask questions during class and teachers are often able to address the individual needs of students.

As a faculty member, Boddington says she is teaching — rather than research-oriented. "You have to read to keep up but I've always put teaching first. I have always believed that the taxpayer pays me to teach and that that is what most people want. If a research project is original and brilliant, then you do it, but for someone like me, my job is to teach. I'm rather wrapped up in my teaching — maybe that



## BOOKS



The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated by an asterisk.

October

**True Patriot Love: The Politics of Canadian Nationalism**, by Sylvia Bashevkin (Oxford University Press; 196 pages; \$17.95). This book is an analysis of pan-Canadian nationalism on a political level. It does not question whether nationalist approaches to issues are normatively "good" or economically beneficial but rather what these approaches are and how they have influenced government action.

**The Hypnotic Brain: Hypnotherapy and Social Communication**, by Peter Brown (Yale University Press; 352 pages; \$35 US). Hypnosis has recently experienced a surge of popularity and is currently being used to deal with a wide range of disorders. This book draws on the latest developments in cognitive psychology, anthropology, ethnology and neuroscience to offer a new explanation for how hypnosis works and how it can be applied.

Catching up

**The English in Italy, 1525-1558: A Study in Culture and Politics**, by Kenneth R. Bartlett (Slatkine; 253 pages; approx. \$30). This book is a study of English travel to and activity in Italy during the years of the early Tudors. Special attention is paid to the Marian exile community on the peninsula and to cultural and intellectual relations between the Italian and English Renaissances.

**Pittoresco: Barco Boschini, His Critics and Their Critiques of Painterly Brushwork in 17th- and 18th-Century Italy**, by Philip Sohm (Cambridge University Press; 276 pages; \$130). This book studies a Venetian art critic of the 17th century, his critics and his supporters. The issues they debated included imagination, naturalism, style and painting technique.

**Crucial Questions about the Future**, by Allen Tough (University Press of America; 148 pages; \$36.50 US cloth, \$16.75 US paper). This book raises a series of critical questions but offers no pat answers. Instead it presents a structured and reasoned exploration of the complexities of modern life.

**The Civilization of the Italian Renaissance**, edited by Kenneth R. Bartlett (D.C. Heath & Co.; 441 pages; \$27). This constitutes a collection of primary source documents relating to the Italian Renaissance from Petrarch to Michelangelo in addition to some classical reading necessary for the understanding of humanism. Among the chapters are

documents on humanism, neoplatonism, marriage, the family and women, art and architecture, the church and learning and education.

**Dialects of English: Studies in Grammatical Variation**, edited by Peter Trudgill and \*J.K. Chambers (Longman; 306 pages; \$35.95). The 15 articles by an international group of linguists and seven essays by the editors tackle a broad range of issues and represent the most recent work in English dialect grammar. Individual chapters cover a full international range of English dialects from the centre of Sydney to the shores of Newfoundland and from the Scottish borders to the Appalachian Mountains.

**Love and Death in the Renaissance**, edited by \*Kenneth R. Bartlett, \*Conrad Eisenbichler and Janice Liedl (Dovehouse Editions; 219 pages; \$25 cloth, \$15 paper). The chapters in this collection are selected proceedings from the 1990 meeting of the Renaissance Society of America.

**Research in Humanities Computing 1**, edited by Ian Lancashire (Clarendon Press; 353 pages; \$105.95). The first volume in a series on research in humanities computing, this book contains a selection of papers written by participants in the 16th international ALLC conference and the ninth international conference on computers in the humanities held at Toronto June 5-9, 1989.

**Earthquake Engineering: Sixth Canadian Conference**, edited by Shamin A. Sheikh and S.M. Uzumeri (University of Toronto Press; 817 pages; \$125). A collection of papers on earthquake engineering and related sciences by engineers, scientists, researchers, geologists, seismologists and other professionals.

**The Humanities Computing Yearbook, 1989-90: A Comprehensive Guide to Software and Other Resources**, by Ian Lancashire (Clarendon Press; 701 pages; \$141). The second in a series of comprehensive annual guides to the use of computers in all the disciplines of the humanities. The volume is structured in three parts: disciplines, methods and tools and resources.

*The Bulletin* regularly publishes announcements of new books by U of T staff. These appear in the second issue each month. When submitting an announcement, please remember we need not only the title and author(s) or editor(s) but also the publisher, number of pages and price along with a small blurb describing the work. The deadline for submissions is Monday, two weeks prior to publication.

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# EVENTS



## LECTURES

### Popular Religion in Colonial Brazil.

**TUESDAY, NOVEMBER 19**  
Prof. Laura de Mello e Souza, Universidade de São Paulo; Brazil seminar. Upper Library, Massey College. 5:30 p.m. *Massey and Brascan Ltd.*

### On Contemporary Japanese Architecture.

**TUESDAY, NOVEMBER 19**  
Prof. Hiroyuki Suzuki, University of Tokyo. 1050 Earth Sciences Building. 7:30 p.m. *Architecture & Landscape Architecture and Japan Foundation*

### Making Buildings.

**WEDNESDAY, NOVEMBER 20**  
Garwood-Jones & van Nostrand, architects; True stories series. Room 103, 230 College St. 1 p.m. *Architecture & Landscape Architecture*

### Character in Landscape: From Richard Payne Knight to Charles Darwin.

**WEDNESDAY, NOVEMBER 20**  
Alessandra Ponte, landscape architect, Venice. Room 103, 230 College St. 7 p.m. *Architecture & Landscape Architecture Alumni Association*

### The Ornithopter: Research on a Flapping-Wing Airplane.

**THURSDAY, NOVEMBER 21**  
Prof. Jim Delaurier, Institute for Aerospace Studies. 412 Rosebrugh Building. 1 p.m. *Biomedical Engineering*

### Commissioni di Sculture: A Roma nel Quattrocento.

**THURSDAY, NOVEMBER 21**  
Prof. Silvia Maddalo, University of Udine. 323 Victoria College. 4:10 p.m. *CRRS and Fine Art*

### Educating Future Physicians for Ontario: What does EFPO Mean to the University of Toronto?

**THURSDAY, NOVEMBER 21**  
Prof. David White, Department of Family & Community Medicine. 3163 Medical Sciences Building. 5 p.m. *Studies in Medical Education*

### A Native View of Traditional Balance in Male/Female Relationships.

**THURSDAY, NOVEMBER 21**  
Prof. Marlene Brant Castellano, Trent University. KP108 Koffler Institute for Pharmacy Management. 7 p.m. *Women's Studies*

### Geographic Information Systems & Computer Visualization.

**FRIDAY, NOVEMBER 22**  
Prof. Steve Ervin, Harvard University. Room 107, 230 College St. 1 p.m. *Architecture & Landscape Architecture*

### Long Ago and Far Away: The Origin of Galaxies.

**SUNDAY, NOVEMBER 24**  
Prof. Simon J. Lilly, Department of Astronomy; jointly with Royal Astronomical Society of Canada. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

### If the Standard Generalized Markup Language Didn't Exist, Someone Would Have to Invent It.

**TUESDAY, NOVEMBER 26**  
Yuri Rubinsky, SoftQuad, Inc.; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

### Jack Donne and the School of the Night: The Politicks of Naturall Magick.

**WEDNESDAY, NOVEMBER 27**  
Prof. Kate Frost, University of Texas at Austin. Senior Common Room, Burwash Hall, Victoria College. 4 p.m. *CRRS and Toronto Renaissance & Reformation Colloquium*

### The Geography of Antisemitism.

**WEDNESDAY, NOVEMBER 27**  
Prof. Gavin I. Langmuir, Stanford University; Joseph and Gertie Schwartz memorial lecture. 204 Claude T. Bissell Building, 140 St. George St. 8 p.m. *Jewish Studies*

### Response Saccadic Burst Neurons.

**THURSDAY, NOVEMBER 28**  
Prof. Dave Tomlinson, Departments of Physiology and Otolaryngology. 412 Rosebrugh Building. 1 p.m. *Biomedical Engineering*

### Reclaiming Our Responsibilities: Native Women in the Nineties.

**THURSDAY, NOVEMBER 28**  
Prof. Marlene Brant Castellano, Trent University. 1017 New College. 7 p.m. *Women's Studies*

### Alternative Medicine: A Clash of Paradigms.

**FRIDAY, NOVEMBER 29**  
Prof. Bruce Pomeranz, Department of Zoology; Wiegand Foundation lecture. Convocation Hall. 8 p.m. *Arts & Science*

### Disease and Decimation of Plains Indians.

**SUNDAY, DECEMBER 1**  
Prof. Jody F. Decker, Queen's University. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

### (Im)possible Positions: 20 Years of Lesbian Politics.

**MONDAY, DECEMBER 2**  
Julia Creet, University of California at Santa Cruz; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. *Women's Studies in Education, OISE*

## COLLOQUIA

### Chemoenzymatic Syntheses of Bioactive Molecules.

**TUESDAY, NOVEMBER 19**  
Prof. Carl Johnson, Wayne State University. 428 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Science and Artifice in the 17th Century: Descartes and Hobbes.

**WEDNESDAY, NOVEMBER 20**  
Prof. André Gombay, Department of Philosophy. 304 Victoria College. 4:10 p.m. *IHPST*

### Aristotle on Human Nature and the Foundations of Ethics.

**THURSDAY, NOVEMBER 21**  
Prof. Martha Nussbaum, Brown University. 179 University College. 4 p.m. *Philosophy*

### Are the High Temperature Superconductors Conventional Metals?

**THURSDAY, NOVEMBER 21**  
Prof. Nai-Phaun Ong, Princeton University. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

### Reaction of $\alpha$ -Allenic Alcohol Carbamates.

**FRIDAY, NOVEMBER 22**  
Prof. Richard Friesen, Department of Chemistry. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*

### Children with Gender Identity Disorder.

**WEDNESDAY, NOVEMBER 27**  
Ken Zucker, Clarke Institute of Psychiatry. Room 069, 45 Walmer Road. 4 p.m. *Child Study*

### Self-Authenticating Styles of Scientific Reasoning.

**WEDNESDAY, NOVEMBER 27**  
University Prof. Ian Hacking, Institute for the History & Philosophy of Science & Technology and Department of Philosophy. 304 Victoria College. 4:10 p.m. *IHPST*

### In Search of Lost Time.

**THURSDAY, NOVEMBER 28**  
Prof. Derek York, Department of Physics. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*



## SEMINARS

### Generation and Application of XUV Radiation from Picosecond Laser-produced Plasmas.

**TUESDAY, NOVEMBER 19**  
Prof. Robert Fedosjevs, University of Alberta. 134 McLennan Physical Laboratories. 4 to 5:30 p.m. *OLLRC*

### The Role of Universities in Helping to Solve Environmental Problems.

**TUESDAY, NOVEMBER 19**  
Hon. Ruth Grier, minister of the environment. Auditorium, Earth Sciences Centre. 4:10 p.m. *IES and Environmental Engineering*

### Translating Technology Assessment into Policy.

**WEDNESDAY, NOVEMBER 20**  
Prof. Raisa Deber, Department of Health Administration. 210 Koffler Institute for Pharmacy Management. 9:30 a.m. *Pharmacy*

### Complete Mutagenesis of Protein Coding Sequences.

**WEDNESDAY, NOVEMBER 20**  
Prof. Clyde A. Hutchinson III, University of North Carolina at Chapel Hill. 103 FitzGerald Building. 12 noon. *Microbiology*

### The Importance of Colloid and Interface Science in Papermaking.

**WEDNESDAY, NOVEMBER 20**  
Prof. Theo G.M. van de Ven, McGill University. 119 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

### Network of Informal Economy in Santiago Neighbourhoods.

**WEDNESDAY, NOVEMBER 20**  
Vincente Espinoza, Department of Sociology. Room 506, Department of Sociology. 3 to 4:30 p.m. *Sociology*

### Regulation of the Anti-Platelet Antibody Response: Possibilities for Immunotherapy in Autoimmune Thrombocytopenia (ATP).

**WEDNESDAY, NOVEMBER 20**  
Prof. John Semple, Departments of Pharmacology and Medicine. 4227

Medical Sciences Building. 4 p.m. *Pharmacology*

### Stress in the Professoriate: Institutional and Personal Factors.

**WEDNESDAY, NOVEMBER 20**  
Elizabeth Thorsen, health policy consultant. 330 Clara Benson Building. 4 to 5:30 p.m. *Physical & Health Education*

### Structural Basis for Immunosuppression by FK506 and Its Receptor FKBP-12.

**FRIDAY, NOVEMBER 22**  
Prof. Steve Michnick, Harvard University. 4279 Medical Sciences Building. 1:30 p.m. *Medical Genetics*

### Nitrogen Cycling in Forest Ecosystems.

**FRIDAY, NOVEMBER 22**  
Prof. Knut Nadelhoffer, Woodshole Oceanographic Institute. B142 Earth Sciences Centre. 2:30 p.m. *Botany*

### Photo Activity of Conjugated Polymers: From a Few Femtoseconds to Forever.

**TUESDAY, NOVEMBER 26**  
Shahab Etemad, Bell Communications Research, Red Bank, NJ. 134 McLennan Physical Laboratories. 4 to 5:30 p.m. *OLLRC*

### Rheology Properties of Multiphase Polymer Systems.

**WEDNESDAY, NOVEMBER 27**  
Prof. Pierre Carreau, Ecole Polytechnique. 119 Wallberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

### Electrophysiological Mechanisms of Drug Withdrawal Seizures.

**WEDNESDAY, NOVEMBER 27**  
Prof. Peter Carlen, Department of Physiology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

### The Torture of the Body of Christ: Accusations against the Jews.

**THURSDAY, NOVEMBER 28**  
Prof. Gavin I. Langmuir, Stanford University. 240 University College. 2 p.m. *Jewish Studies and Joseph & Gertie Schwartz Memorial Lecture Fund*

### The Siyasat-Nameh of Nizam Al-Mulk as a Literary Work.

**THURSDAY, NOVEMBER 28**  
Martha Simidchieva, Department of Middle East & Islamic Studies. 14098 Robarts Library. 4 p.m. *Middle East & Islamic Studies*

### Pharmacodynamics of Intravesical Therapy for Bladder Cancer.

**WEDNESDAY, NOVEMBER 29**  
Prof. Jessica L.-S. Au, Ohio State University. 210 Koffler Institute for Pharmacy Management. 9:30 a.m. *Pharmacy*

### Free Energy Simulations of Sickling: Dissecting a Mutation.

**WEDNESDAY, NOVEMBER 29**  
Prof. Krzysztof Kuczcera, Harvard University. 4279 Medical Sciences Building. 1:30 p.m. *Medical Genetics*

### Praising by Numbers: [Aristotle] on Virtue.

**FRIDAY, NOVEMBER 29**  
Prof. Doug Hutchinson, Department of Philosophy. 152 University College. 3:10 p.m. *Classics*

## MEETINGS & CONFERENCES

### University Affairs Board.

**TUESDAY, NOVEMBER 19**  
Council Chamber, Simcoe Hall. 4 p.m.

### U of T Men's Forum.

**THURSDAY, NOVEMBER 21**  
Brown bag lunch meeting. 205 Northrop Frye Hall. 12 noon.

### Academic Board.

**THURSDAY, NOVEMBER 21**  
Council Chamber, Simcoe Hall. 4:15 p.m.

### Sex & Sexuality in the Middle Ages & the Renaissance.

**FRIDAY, NOVEMBER 22 TO SUNDAY, NOVEMBER 24**  
Keynote speakers: Vern L. Bullough, State University of New York at Buffalo; and James A. Brundage, University of Kansas. Sessions include: Sex as Power; Sex, Medicine & Pseudoscience; Sexual Transgressions: Literary Perspectives; The Monarch's Sexuality; Cross-cultural Perspectives; Reading Sex, Writing Sex, Thinking Sex; Adultery, Fornication & Rape: Legal Perspectives; Adultery & Fornication: Ecclesiastical Perspectives; Perspectives on Homosexuality: Sexuality & the Italian Humanists; Sexuality & Spirituality. Victoria College. Information: David Galbraith, 585-4484. *CRRS*

### Business Board.

**MONDAY, NOVEMBER 25**  
Council Chamber, Simcoe Hall. 5 p.m.

### The William Morris Society of Canada.

**TUESDAY, NOVEMBER 26**  
Welcome for new members and opportunity for curious persons to find out about the society and its activities. Showing of documentary *The Genesis of the Arts and Crafts Movement*. Museum for Textiles, 55 Centre St. 7:30 p.m.



## PLAYS & READINGS

### Gravel Run.

**WEDNESDAY, NOVEMBER 20 TO SATURDAY, NOVEMBER 23**  
By Conni Massing, directed by Paula Sperdakos. TV Studio I, Scarborough College. 8 p.m. Reservations: 287-7190.

### The Art of Success.

**WEDNESDAY TO SUNDAY, NOVEMBER 20 TO NOVEMBER 24**  
By Nick Dear, directed by Craig Walker. Graduate Centre for Study of Drama production, 1991-92 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday 2 p.m. Subscription series \$30, students and seniors \$20. Individual tickets \$8, students and seniors \$6. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

### Infidelities.

**WEDNESDAY, NOVEMBER 27 TO SATURDAY, NOVEMBER 30 AND TUESDAY, DECEMBER 3 TO SATURDAY, DECEMBER 7**  
By Pierre Carlet de Marivaux, directed by Matthew Jocelyn. Helen Gardiner Phelan Playhouse, 79A St. George St. 8 p.m. Tickets \$8, students and seniors \$5. Reservations: 978-1505.

~Continued on Page 12~



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## EVENTS

-Continued from Page 11-



## MUSIC

### SCARBOROUGH COLLEGE North Indian Dance.

WEDNESDAY, NOVEMBER 20  
Joanna Das; noon-hour concert. Music  
Studio, Scarborough College. 12 noon.

### ROYAL CONSERVATORY OF MUSIC

Young Artists Series.  
WEDNESDAY, NOVEMBER 20  
Andrew Ma, piano. Concert Hall. 12:15 p.m.

#### Twilight Series.

THURSDAY, NOVEMBER 21  
Angelo Caleafuoco, violin; and Janet  
Lopinski, piano. Concert Hall. 5:15 p.m.  
Tickets \$2, students and seniors \$1.

THURSDAY, NOVEMBER 28  
Vicki Blechta, flute; and Cecilia Ignatieff,  
piano. Concert Hall. 5:15 p.m. Tickets \$2,  
students and seniors \$1.

#### Noon Hour Series.

WEDNESDAY, NOVEMBER 27  
Guy Edrington, French horn. Concert  
Hall. 12:15 p.m.

#### Chamber Concert Series.

THURSDAY, NOVEMBER 28  
John Barnum, conductor. Concert Hall. 8  
p.m. Tickets \$9, students and seniors \$6.

#### Chamber Singers.

FRIDAY, NOVEMBER 29  
John Tuttle, conductor. St. Thomas's  
Anglican Church, 383 Huron St. 8 p.m.  
Tickets \$4, students and seniors \$2.

#### Evening Series.

FRIDAY, NOVEMBER 29  
Boris Zarankin, piano. Concert Hall. 8  
p.m. Tickets \$9, students and seniors \$6.

### TRINITY COLLEGE Choral Evensong.

WEDNESDAY, NOVEMBER 20  
Robert Bell, director. Trinity College  
Chapel. 5:30 p.m.

WEDNESDAY, NOVEMBER 27  
Robert Bell, director. Trinity College  
Chapel. 5:30 p.m.

SUNDAY, DECEMBER 1  
Robert Bell, director. Trinity College  
Chapel. 4:30 p.m.

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.  
THURSDAY, NOVEMBER 21  
Performances by student chamber en-  
sembles. Walter Hall. 12:10 p.m.  
THURSDAY, NOVEMBER 28  
Music by student composers. Walter Hall.  
12:10 p.m.

#### Contemporary Music Ensemble.

THURSDAY, NOVEMBER 21  
Robin Engelman, conductor. Walter Hall.  
8 p.m. Tickets \$5.

#### Opera Highlights.

FRIDAY, NOVEMBER 22 AND  
SATURDAY, NOVEMBER 23  
Opera Division presents highlights from  
the operatic repertoire. MacMillan  
Theatre. 8 p.m. Tickets \$10, students and  
seniors \$5.

#### Faculty Recital.

TUESDAY, NOVEMBER 26  
David Bourque, bass clarinet and basset  
horn with Patricia Krueger, piano; Young  
dae Park and Seymon Pertovsky, violins;  
Daniel Blackman, viola; and Kirk

Worthington, cello. Walter Hall. 8 p.m.  
Tickets \$10, students and seniors \$5.

#### Faculty Recital.

WEDNESDAY, NOVEMBER 27  
Norbert Kraft, guitar. Walter Hall. 8 p.m.  
Tickets \$10, students and seniors \$5.

#### Messiah Sing.

FRIDAY, NOVEMBER 29  
University Symphony Chorus with  
members of the Hart House Orchestra  
and U of T Symphony; Doreen Rao,  
conductor. MacMillan Theatre. 8 p.m.  
Tickets \$8, students and seniors \$5.

#### AMICI

FRIDAY, NOVEMBER 29  
Edith Wiens, soprano, joins AMICI  
Ensemble to open their season. Edward  
Johnson Building, Walter Hall. 8 p.m.  
Ticket information: 488-7842



## FILMS

#### Woyzeck.

WEDNESDAY, NOVEMBER 20  
205 Claude T. Bissell Building, 140 St.  
George St. 7:30 p.m. Tickets \$4. *Germanic  
Languages & Literatures and Ontario Goethe  
Society*

#### Innis Fall Film Program.

THURSDAY, NOVEMBER 21  
Michael Snow's Back and Forth. Innis  
College Town Hall. 7 p.m. Tickets \$3  
SUNDAY, NOVEMBER 24  
Bruce Elder II. John Spotton Theatre,  
National Film Board, 150 John St. 8 p.m.  
Tickets \$4.

THURSDAY, NOVEMBER 28  
Forward, Soviet!; Dziga Vertov: Four  
Neglected Films series. Jackman Hall, Art  
Gallery of Ontario. 7 p.m. Tickets \$5.

FRIDAY, NOVEMBER 29  
A Sixth of the World; Dziga Vertov: Four  
Neglected Films series. Jackman Hall, Art  
Gallery of Ontario. 7 p.m. Tickets \$5.

SATURDAY, NOVEMBER 30  
The Eleventh Year and Three Songs about  
Lenin; Dziga Vertov: Four Neglected  
Films series. Jackman Hall, Art Gallery of  
Ontario. 7 p.m. Tickets \$5.

SUNDAY, DECEMBER 1  
Day without Art: A Tribute to Curt  
McDowell. Jackman Hall, Art Gallery of  
Ontario. 7 p.m. Tickets \$5.

## EXHIBITIONS

### ERINDALE COLLEGE Art and Art Studio Faculty.

TO NOVEMBER 28  
Work of art and art studio faculty. Art  
Gallery. Gallery hours: Monday to Friday,  
11 a.m. to 7 p.m.; Saturday and Sunday,  
12 noon to 5 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

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Exile.  
Bernard Gamoy, paintings. East Gallery.  
Telford Fenton.  
Drawings. West Gallery. Gallery hours:  
Monday and Friday, 11 a.m. to 6 p.m.;  
Tuesday, Wednesday and Thursday,  
11 a.m. to 8 p.m.; Saturday and Sunday,  
1 to 4 p.m.

### THOMAS FISHER RARE BOOK LIBRARY Eric Gill: His Life and Art.

TO DECEMBER 31  
Woodcuts, wood engravings and etch-  
ings. 1st and 2nd floors. Hours: Monday  
to Friday, 9 a.m. to 5 p.m.

### SCHOOL OF ARCHITEC- TURE & LANDSCAPE ARCHITECTURE Contemporary Japanese Architecture.

NOVEMBER 19 TO DECEMBER 5  
An exhibit from the Architectural Institute  
of Japan; co-sponsored by the Japan  
Foundation. The Galleries, 230 College  
St. Hours: Monday to Friday, 9 a.m. to  
5 p.m.

## MISCELLANY

#### Campus Walking Tours.

TO NOVEMBER 29  
Every Friday during November there will  
an hour-long tour of the downtown cam-  
pus conducted by student guides. 21 King's  
College Circle. 1 p.m. Information: 978-  
4111. *Alumni & Community Relations*

#### Twenty Years of Feminist Activism: The Crisis in Feminist Organizing.

WEDNESDAY, NOVEMBER 20  
Panel discussion; Feminist Politics Today  
series. Laundresses and Prostitutes:  
Deconstructing Stereotypes and Finding  
an Asian Feminist Voice, Linda Chen;  
Black Women and Feminism:  
Achievements, Disappointments and New  
Directions, Sherona Hall; Grassroots  
Programs — For Bread or Roses?, Carolyn  
Lehmann; Pay and Other Inequities,  
Maureen Leyland. Moderator, Rosemary  
Brown. Auditorium, Ontario Institute for  
Studies in Education, 252 Bloor St. W. 8  
p.m. *Resources for Feminist Research, OISE*

#### Book Sale.

MONDAY, NOVEMBER 25 TO  
FRIDAY, NOVEMBER 29  
For the benefit of the Fine Art Library.  
6031A Sidney Smith Hall. 11 a.m. to  
5 p.m. *Fine Art*

#### Aftermath of the Gulf War.

TUESDAY, NOVEMBER 26  
Video: *Nowhere to Hide*, by Ramsay Clark.  
Panel discussion with Prof. James Graff,  
Near East Cultural & Educational  
Foundation of Canada; Sue Markee,  
Canadian Friends Service Committee;  
Peter Timmerman, Working Group on  
Environmental Implications of the War in  
the Gulf; and Barrie Zwicker, media  
analyst. 179 University College. 8 p.m.  
*Science for Peace*

## CONVOCATIONS

#### Convocation Hall

TUESDAY, NOVEMBER 19  
Scarborough and Erindale Colleges and  
Woodsworth College certificates.  
Chancellor Rose Wolfe will address  
Convocation. 8 p.m.

WEDNESDAY, NOVEMBER 20  
Faculty of Arts & Science (except Erindale  
and Scarborough Colleges) and  
Woodsworth College diplomas and cer-  
tificates. University Professor Ian Hacking  
will address Convocation. 8 p.m.

THURSDAY, NOVEMBER 21  
Professional faculties and School of  
Graduate Studies. Honorary graduand  
Rosemary Brown will address  
Convocation. 8 p.m.

FRIDAY, NOVEMBER 22  
School of Graduate Studies. Honorary  
graduand Professor Hanna Gray will  
address Convocation. 8 p.m.

## DEADLINES

Please note that information for Events list-  
ings must be received in writing at The  
Bulletin offices, 21 King's College Circle, 2nd  
floor, by the following times:

Issue of December 2, for events taking place  
Dec. 2 to 16: MONDAY, NOVEMBER 18.

Issue of December 16, for events taking place  
Dec. 16 to Jan. 13: MONDAY, DECEMBER 2.



# CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to University of Toronto must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope.

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**Bloor West Village.** Bright, clean, 2-bedroom & 1-bedroom apartments, November 1, in private, renovated house. Major appliances and heating included. Laundry facilities and parking on premises available. Near Runnymede subway. 483-3984, 533-1440.

**Casa Loma Inn (Annex).** 20-room inn on very quiet street. Attractive, clean, comfortable rooms. 4-piece baths, air conditioning, TV, radio, fridge, laundry, parking. U of T, subway, restaurants, banks minutes away. Competitive daily, weekly, monthly rates. 924-4540.

**Sabbatical rental January 1 — August 31, 1992.** Fully furnished 2-bedroom apartment in 4-plex, laundry, garage, quiet neighbourhood, near parks, walking distance to St. Clair West subway station. \$1,300/month including utilities. Call collect (519) 853-0201, 7-10 p.m.

**Annex, walk to U of T.** Lower duplex, two bedrooms, two bathrooms, fireplace, five appliances, furnished or unfurnished, walk-out garden, parking. Near subway. Available December. \$1,250/month. 920-6823.

**Rosedale apartment.** Two bedrooms, unfurnished, third floor, private home. Parking, air-conditioned, utilities included. Very small kitchen/dining area. Parks, shopping, TTC. Available January 1. \$960 per month. No pets/smoking. 975-9358, messages please.

**Downtown one-bedroom apartment.** Furnished and located close to campus and subway. Short- or long-term. For details, call 962-8169.

**Sussex/Brunswick.** U of T 3 blocks. From December 17 to April. \$1,475 inclusive (somewhat flexible). Main-floor Victorian duplex; quiet, comfy, beautifully furnished, fully equipped (bike, Rosenthal, Cuisinart, Chippendale to Roualt!) Marble bathroom & bidet. Fireplace, 6 appliances. 1 bedroom, small study, studio, private back garden. Non-smoker(s). Pet welcome. References. 964-7270.

**Leslie/Eglinton.** 3-bedroom, 2-bathroom renovated house on quiet street near Serena Gundy park. French doors to large backyard deck and treed yard. Finished basement. Mid-December to August 1992 (negotiable). \$1,000/month plus utilities. 422-4954 or 978-8865.

**College/Dovercourt.** Spacious flat on 2 floors. 2 bedroom & den, 4 appliances, on quiet street, close to TTC & West-End 'Y', shared entrance & porch. Prefer non-smoking couple. \$1,075/month. Phone 536-8658.

**Charming Edwardian home for lease,** heart of Riverdale (between 2 parks). 5 bedrooms, skylights, 2 fireplaces, all appliances, 1 1/2 bathrooms, porch, wonderful garden with patio, trees, evergreen bushes, berry patches. Concert grand piano, ideal set-up for musicians. \$1,480/month. Available March 1 (negotiable). 465-7956.

**Quiet, elegantly furnished,** bachelor apartment, 10th floor of fine St. George high-rise, ten-minute walk from Robarts, available January 15 to May 30, 1992. No smoking or pets. Ideal for scholar. \$605.40 inclusive. References. 963-5194.

**House rental — January to April.** Unique, spacious, furnished executive home in the heart of Riverdale. 2-minute walk to Bloor subway line, shopping, schools and parks. 3-4 bedrooms. References required. \$1,800

+ utilities, negotiable. 469-8384.

**Semi-penthouse for lease.** 2,200 square feet, 3 bedrooms, 2 baths, modern European decor, quite nice. Bayview and Eglinton area. Absolutely no smokers. Evenings only please: 482-6339.

**Yonge/Eglinton,** available January to May, furnished three-bedroom house: main-floor family room, eat-in kitchen, parking, fireplace, washer/dryer, dishwasher, microwave oven, close to everything. \$1,300/month (negotiable). 488-0969.

**House for rent.** Bathurst and College area. 3-storey house, 2 bathrooms, 2nd & 3rd floors share bathroom, 3 kitchens, appliances provided, washer & dryer, deck, back garden. Close to downtown area. \$1,900 per month or by individual floor. For further information call: 889-3043 after 6:00 p.m.

**Danforth/Coxwell.** Bright, spacious, one-bedroom apartment to sublet. Laundry room, walk-in closet & cable. \$550/month + utilities. Available mid-November, 9-month lease preferred. Call Gary, 778-5271.

**Queen/Shaw,** pleasant, quiet house, unfurnished studio apartment. Walk to downtown. Close to University. Parking available. Suit single person. \$650/month inclusive. Tel: 362-4513.

**Annex — south** (10 minutes to U of T). Fully furnished executive "studio plus" luxury apartment. 5 appliances & fireplace all included. Term negotiable. December 1. \$850/month. 927-7105.

**Downtown luxury 2-bedroom,** solarium, fireplace, parking. Lake view from 20th floor, 24-hour security, extensive exercise, spa, business, video and squash facilities. January 1. Second unit totally furnished, available immediately. Laura Hill, ReMax Hallmark, 462-1888/365-1394.

**Cabbagetown.** Furnished townhouse — walking distance to University. 2 bedrooms, 2 bathrooms, 5 appliances, central vac, garage, yard. Available immediately, 3-6 months. 368-9358.

**Fully furnished 3-bedroom home** near Eglinton West subway station. Dining-room, living-room with fireplace, one 4-piece bath, one 3-piece bath, 4 appliances, laundry, backyard, private driveway. Short- or long-term lease. Available January. \$1,350 plus utilities. References. 787-2586, 787-5702 (messages).

## ACCOMMODATION RENTALS REQUIRED

**Wanted: rental/house-sit:** small, fully furnished apartment or room, short walking distance to University for professor, January 3 to April 10. Rent negotiable. Write: 4206 Darlington Court, Palo Alto, California 94306-4129; telephone (415) 424-0171 evenings.

**Help! Careful,** responsible professional requires central one-bedroom apartment or flat. Would love deck, fireplace. No basements, please. Maximum \$500 per month from April 1, 1992. 489-2146 (leave message).

## ACCOMMODATION SHARED

**Available immediately — Greenwood** subway. One bedroom in partly furnished 2-bedroom house with shared facilities, including basement, backyard, 4 appliances. Shopping, school, park; dead-end street. \$500/month + utilities. Evenings, 766-9352.

**Professional, non-smoking female,** looking for same to share newly renovated 2-bedroom house with garden. Close to TTC, lake, downtown, shopping. Must like cats. Available December 1. \$600 + utilities. Kimberley, (H) 531-8785, (W) 537-3540.

**Professional to share luxury home** in Beaches. Newly renovated, fireplace, gourmet kitchen, formal living & dining area, separate TV lounge/family room. All modern conveniences. Parking. \$750. 691-9861. Leave message please.

**Yonge & Eglinton.** Responsible person to share a quiet and clean house with two people. Own living-room. Walking distance to subway. \$500/month including utilities. Available December 1, 1991. Call 487-2354.

**Room plus living space** available in relaxed, easy-going home. Danforth/Coxwell. Close to subway. Parking. References. \$350. Call Leslie, 366-9221 or 462-9883.

**Female has home and garden** to share with one other woman: Danforth west of Pape on quiet treed side-street. Lovely renovation with finished basement and laundry room. One minute to subway. Large master bedroom yours. Room for living/dining-room furniture. Must be non-smoker and have good references. \$625 (includes parking, utilities and cleaning). Available January 1 — short- or long-term. Home: 465-7873. Business: 499-9000, ext. 391.

## ACCOMMODATION OVERSEAS

**Cote d'Azur,** modern studio apartment in historic building. Fully furnished, 2 rooms, sleeps 3. \$875 inclusive, if long-term rental. May 1, also month of January. 15-minute walk from beach, shopping, train station, banks. Tel: Toronto 362-4513.

## COMMERCIAL SPACE FOR RENT

**St. George and Bloor sublet.** Medical Arts Building. Lovely furnished office with waiting room. Available Monday, Wednesday, Friday. Individual heat and air conditioning. Indoor parking. 961-3683.

## HOUSES & PROPERTIES FOR SALE

**Renting and prefer to buy?** 2 bedrooms, renovated kitchen and bathroom, tastefully decorated. Located at Bathurst south of Eglinton. Roof garden, laundry & parking. TTC access to U of T and hospitals. Only \$172,000. Anne Norris, Johnston & Daniel Ltd. Realtor, 489-2121.

**Leaside opportunities!** Bayview/Eglinton. Choice of a large 1-bedroom fully updated suite in a 4-plex, asking \$195,000, or a 2-bedroom townhome at \$215,000. Back on park. Call Craig Homewood, Johnston & Daniel Ltd. Realtor, 489-2121.

**Walk to U of T.** This original single family has been converted into 3 wonderful apartments, with income of \$28,200. It is a solid-brick, extra-wide semi with parking & garden. Easily reconverted to single family again. Amazingly priced: \$239,000. Elden Freeman, Barry Freeman Real Estate Ltd., 535-3103.

**Seaton Village/West Annex.** A real family home, 2-storey brick semi. Extra-large 6 rooms & beautifully finished basement. Renovated kitchen & baths, C.A.C., garage & garden. \$246,900. Call Vivian Bakir, Barry Freeman Real Estate Ltd., 535-3103.

**Seaton Village/West Annex.** Large brick 3-storey, 5-bedroom home. 2 fireplaces, family kitchen, 2 baths, separate basement entry. Lots of charm & space. \$285,000. Ezra Barnahor, Barry Freeman Real Estate Ltd., 535-3103.

**Walk to U of T.** Charming rare Victorian 5-room bungalow, completely updated. Large lot, separate basement entry. Huge heated garage excellent for studio space. Parking. \$259,000. Call Nancy Freeman, Barry Freeman Real Estate Ltd., 535-3103.

**Annex — walk to U of T.** Wonderful 3-storey detached brick home with fabulous 174 ft. deep park-like garden. Four bedrooms, 2 bathrooms, 2 fireplaces, deck. Open-concept 3rd-floor master bedroom with en suite bathroom. Asking \$349,000. Call Elden or Nancy Freeman, Barry Freeman Real Estate Ltd., 535-3103.

## SECRETARIAL/ WORD PROCESSING

**WORD PROCESSING.** Essays, theses, papers. \$2.10 per page, laser printed, pick-up and delivery. WordPerfect 5.1. Years of university experience. Call collect (416) 895-4831.

## MISCELLANY

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits cover most of the cost. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communication enhancement classes forming with "accent" on formation and production of the English sound system, pronunciation and intonation patterns. Now in its 6th year. Over 1,500 satisfied graduates attest to its value. Groups of 6-8 participants. Gandy Associates 767-6691.

**Filing cabinets,** desks, chairs and more. Used. 20 Maud Street. Hours: 1-5 p.m. 363-4902.

**MASSAGE THERAPY** for musculoskeletal disorders, stress reduction and stress-related diseases including headaches, migraines, sciatica, sprains, strains, etc. Location near campus. Your EXTENDED HEALTH CARE POLICY may cover up to 100% of massage therapy. Call J. Pettigrew B.Sc. RMT. Massage therapist to the Mennonite Community for twelve years. 922-0948.

**Freelance writer** will edit, proofread and format résumés, reports, essays, business and personal correspondence. Laser-print finish. 964-9245. Bay/Bloor.

**For sale in toto.** Professors' sociology library; over 500 volumes, ideal teaching resource (e.g., demography/methods 39 books, deviance 57, theory 41, ethnic & race relations 65, mass communications 65, social psychology 32, etc., etc., etc.) Plus: *A.S.R.*, 1966-1975 (54 issues), *C.R.S.A.*, vols. 1-12, 1964-1975; and 5 crates of papers, misc. journals & reports and 545 Bobbs-Merrill reprints in sequence S1-S545. No reasonable offer refused. 964-7270.

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TRAVEL PROGRAMME

Enroute Travel Card:

The enRoute Travel Card (added to the U of T Travel Programme) is available to full-time employed or appointed staff members who obtain the necessary approval of Principal, Dean, Director, or Chair (or higher).

In addition to offering the card holder the convenience and efficiency of a U of T Corporate Travel Card, the enRoute Card also offers the following benefits:

- Automatic \$300,000 Travel Accident Insurance;

-Car Rental Collision Damage Insurance;

-Car Rental Injury Insurance;

-Medical Indemnity Cash Payments;

-Flight Delay Insurance;

-Airline Default Insurance;
- Baggage Delay Insurance;

-Lost or Stolen Baggage Insurance;

-Emergency Medical/Legal Advice Service;

-Emergency Out-of-Country Medication Transfer;

-Emergency Canadian Consulate/Embassy Information;

-Emergency Message Transmission.

Staff members may even wish to carry both the enRoute and Amex Travel Cards as a convenient method of segregating and tracking expenses relating to two or more major projects.

For applications or further information, contact the Travel Programme Co-ordinator, 978-5173.

Reconfirming Flight Reservations:

Reconfirmation of return or continuing reservations on domestic flights (those within Canada and the continental United States) is not required. However, reconfirmation of all flight times before leaving for the airport is recommended.

Return or continuing reservations on international flights must be reconfirmed at least 72 hours prior to scheduled departure. Airlines may cancel international bookings that have not been reconfirmed. If you cannot utilize your reserved space, call the airline or your travel agent and cancel so the space may be offered to someone else.

CUSTOMER/TRAFFIC

Customs

Parcel Post packages are Customs released directly for delivery to the University addressee with a control document (E14-2) attached to the package in a bright yellow envelope. The control document inside this envelope must be forwarded to our office immediately, along with an invoice, purchase order, etc... and appropriation number. Failure to respond to these requirements affects all University immediate release privileges. For information, call 978-2266.

Couriers

If you have had either good or bad experiences with couriers, we would appreciate receiving your comments in writing. Soon we will be reviewing our preferred courier vendors and your experiences would be taken into consideration in our courier selection.

PURCHASING

Empty Gas Tanks

A reminder to return all empty Matheson and Canadian Liquid Air gas tanks to the vendor.

Then submit "return tags" to Purchasing, 215 Huron St., Rm.711.

Equipment Exchange

Description	Qty.	Model	Age	Fair Mkt. Value	Contact	
Chairs	75	various		Best offer	M. Fiorillo	978-2984
Coin Sorter	1	Kwik Silver CM300		"	"	"
Cardwriter II	3	Dymo-Farrington 4800	1979	"	"	"
Shredder	1	Intimus/Simplex		"	"	"
Microfiche Reader/Printer	2	Agfa-Gevart	1985	"	"	"
Scale	1	Fairbanks/Morse 1124A		"	"	"
Chairs(w/Tablet arm)	25		Old	"	K. Setlur	978-4989
Tables	6		Old	"	"	"
Various Audio/Visual Equipment (i.e.: players, recorders, tv's, projectors, camera, lenses, etc.)				Best Offers	G. Mitchell	978-3214
Personal Computer	3	IBM	1984	Best Offers	J. Linley	978-3637
Address Labeler	1	Mailing Innovation 302	1980	Best Offer	D. Nayda	978-5076
Postage Meter Base (+ accessories)	1	Pitney Bowes 5510	1974	"	"	"
Postage Scale (1 kg)	1	Pitney Bowes PC0141		"	"	"



Do you know?

Do you know that Tutors won teaching awards on all three campuses last year?

- Karen Henderson, a Senior Tutor in Chemistry, won the 1991 Teaching Award at Scarborough College. Many students cited Henderson's analytic chemistry course as the best class they had ever taken.**
- Judith Poë, a Senior Tutor in Chemistry at Erindale College, shared in the College's first annual teaching award. Poë, who chairs the Erindale College Council, was noted for extraordinary devotion, patience and teaching skill.**
- Joy Richards, a Tutor in Nursing, won the APUS/SAC Teaching Award for Professional Faculties, Sciences, on the St. George campus.**

Do you know that many Tutors are engaged in scholarly research?

Many Tutors, despite heavy teaching loads and despite the fact that they are evaluated on teaching only, attend conferences, deliver papers, and publish.

Roger Greenwald, a Senior Tutor at Innis College who has edited, introduced and translated three volumes of poetry, has won the F.R. Scott Translation Prize from the League of Canadian Poets, the Richard Wilbur Translation Prize, and the 1990 American-Scandinavian Foundation Translation Prize for a volume to be published by Princeton University Press.

Mirta Cohen, a Senior Tutor at Erindale College, has

recently won the Alfonso X Scholarship to go the National Library in Madrid to continue her research into the influence of the Spanish Civil War on contemporary Spanish poetry.

Olga Bakich, a Senior Tutor in Slavic Languages and Literatures who supervises a student exchange programme with the Moscow Pedagogical University, publishes literary and socio-historical studies in the area of the history of the Russian community in China since the beginning of this century.

The list goes on.

Do you know that Tutor faculty members are contract workers who enjoy no security of employment in this University?

Do you know that two women, two Senior Tutors with 14 and 18 years of service, will be terminated in the middle of their careers as of June 30, 1992?

It is time to treat Tutors and Senior Tutors with the respect and collegiality that all faculty members at this University deserve.

We owe these colleagues a decent and secure career path.

This advertisement was paid for by the University of Toronto Faculty Association



# RESEARCH NOTICES

For further information and application forms for the following agencies, please contact ORS at 978-2163 except where indicated.

**HUMANITIES & SOCIAL SCIENCES ASSOCIATION FOR CANADIAN STUDIES**  
The intercultural/interregional program is designed to encourage and facilitate exchanges within the field of Canadian studies at the post-secondary level and is aimed exclusively at Canadian residents for exchange within Canada. The program offers up to \$2,500 to help defray transportation and accommodation costs incurred by participants. Participation in conferences or colloquia is not covered. Applications must be submitted by a Canadian studies program coordinator, department chair or other institutional representative and may request support for professors, researchers, graduate students and public figures involved in Canadian studies. Deadline is December 15.

**INSTITUTE FOR INTERNATIONAL PROGRAMS**  
IIP announces the second round of the initiatives fund. Faculty and staff are invited to submit proposals for international activities that will enhance learning and research in the University, be continuing and self-sustaining, foster cooperation and partnership within the University, provide bridges to outside organizations, contribute to the University's institutional objectives and partnerships and attract further financial support. Projects will be for a one-year period with a maximum funding of \$10,000 for direct costs only. Deadline is January 31.  
For further information and application forms contact IIP at 978-1870.

**MEDICINE & LIFE SCIENCES ARTHRITIS SOCIETY**  
The society actively supports research for the underlying causes and subsequent cures for arthritis while promoting the best possible care for arthritis sufferers. Research funds are available for projects relevant to rheumatic diseases. Where there is potential for collaborative efforts involving the arthritis research group and an industrial partner, the society will participate in a matching funds program. For specific details investigators are advised to read the current guidelines carefully before involving an industrial partner. Deadline is December 1.

**Multi-Centre Grant**  
The society offers support for multi-centre grants designed to foster the collaboration of individuals within Canada who are working at different geographic locations. These grants are not intended to replace collaborative efforts under the grant-in-aid program and the reasons for applying under the multi-centre grant program must be clearly defined. Deadline is December 15.

**CANADIAN PSYCHIATRIC RESEARCH FOUNDATION**  
The foundation provides funding for clinical research in schizophrenia and affective disorders and supports the development of research skills in young investigators through its fellowship program. Deadline is December 6.

**PHYSICAL SCIENCES & ENGINEERING LITHOPROBE**  
Lithoprobe has called for applications supporting geoscience. Approximately \$950,000 will be available in 1992-93 for geoscientific projects which will complement the seismic programs and contribute in a significant way to the scientific objectives of the following transects: Abitibi-Grenville, Trans-Hudson Orogen, Alberta Basement and Eastern Canadian Shield Onshore-Offshore. Deadline is December 20.

**UPCOMING DEADLINES**  
Agriculture Canada/NSERC — partnership program: December 1.  
American Health Assistance Foundation — research grants:

November 30.  
Arthritis Society — research grants, multi-centre group grants: December 15.  
Association for Canadian Studies — intercultural/interregional exchange program: December 15.  
CNIB — E.A. Baker Foundation research grants and fellowships: December 1.  
Canadian Psychiatric Research Foundation — clinical research grants: December 6.  
Centre for Studies in Defence Management — research grants: December 15.  
Epilepsy Canada — Parke Davis Canada research fellowships: December 1.  
Fisheries & Oceans/NSERC — science subvention program: December 13.  
Forestry Canada/NSERC — research partnership program: December 1.  
Health & Welfare Canada (NHRDP) — research projects, studies projects, demonstration projects, preliminary development projects: December 1 competition cancelled.  
Huntington Society of Canada — pre-doctoral fellowships: December 31.  
Imperial Oil Limited — research grants: December 1.  
Institute for Chemical Science & Technology — research grants: December 1.  
IIP — initiatives fund: January 31.  
Japan Foundation — fellowships, institutional support for Japanese studies, library support, study-in-Japan grants, salary assistance for full-time Japanese language teachers, training for teachers of the Japanese language, Japanese language study for librarians, Japanese language teaching materials donations, assistance for the development of Japanese language teaching resources: December 1.  
Lady Davis Fellowship Trust — personnel awards: November 30.  
Lithoprobe — research grants: December 20.  
MRC — centennial fellowships (new and extension), studentships (new), travel grants: December 1; university-industry program jointly sponsored Ciba-Geigy studentships (new and renewal), industrial fellowships (new and renewal), industrial studentships (new): December 1.  
Merck/SER — clinical epidemiology fellowships: November 30.  
Muscular Dystrophy Association (US) — post-doctoral awards, research grants, research grants (clinical): November 30.  
National Institute of Nutrition — post-doctoral fellowships, T.K. Murray/Health & Welfare Canada fellowships: December 1.  
Ontario Heritage Foundation — research grants: December 1.  
Ontario Mental Health Foundation — J. Dewan prize, P. Christie prize (nominations): November 29; conference grants, publication program, all personnel awards: November 30.  
Ontario Ministry of Health — graduate studies and research fellowships: January 15; health systems research feasibility/formulation, workshop/conference: any time; health system-linked research unit: December 1 competition cancelled.  
Physicians' Services Foundation Inc. — research grants: December 16.  
Smokeless Tobacco Research Council — research grants: December 31.  
SSHRC — NSERC/SSHRC master's scholarship in science policy: December 1.  
U of T, Humanities & Social Sciences Committee — conference travel grants: December 15; Life Sciences Committee — Dales award for medical research: November 30.

# PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

**WEDNESDAY, NOVEMBER 20**  
Bradley William Henry Bucknell, Department of English, "On Music and Literature: A Study of Modern Sensibilities." Prof. L.A.M. Hutcheon.

Kenneth James Newell, Department of Medical Biophysics, "Tumour Acidity: Causes and Therapeutic Potential." Prof. I.F. Tannock.

Louis Provencher, Department of Chemistry, "Refinement of the Active Site Model of Pig Liver Esterase." Prof. J.B. Jones.

**THURSDAY, NOVEMBER 21**  
James Eric Hoch, Department of Near Eastern Studies, "Semitic Words in Egyptian Texts of the New Kingdom and Third Intermediate Period." Prof. D.B. Redford.

Mary Anne MacFarlane, Department of Education, "Gender, Doctrine and Pedagogy: Women and 'Womanhood' in Methodist Sunday Schools in English-Speaking Canada, 1880-1920." Prof. D.E. Smith.

**FRIDAY, NOVEMBER 22**  
Stephen Alexander Bocking, Institute for the History & Philosophy of Science & Technology, "Environmental Concerns and Ecological Research in Great Britain and the United States, 1950-80." Prof. M.P. Winsor.

Barbara Anne Brunson, Department of Linguistics, "Thematic Discontinuity." Prof. E.A. Cowper.

Xiangyang Gao, Department of Electrical Engineering, "Adaptive Linear and Nonlinear Filters." Prof. W.M. Snelgrove.

**WEDNESDAY, NOVEMBER 27**  
Nurul Hossain Choudhury, Centre for South Asian Studies, "Agrarian Relations in 19th Century Bengal: The Faraizi, Indigo and Pabna Movements." Prof. N.K. Wagle.

Marina Vanayan, Department of Psychology, "Relating Interference and Facilitation in the Stroop Task: An Individual Difference Approach." Prof. C.M. MacLeod.

**THURSDAY, NOVEMBER 28**  
Christine Laura Hitchcock, Department of Psychology, "Social Caching by Black-Capped Chickadees (*Parus atricapillus*): A Laboratory Test for Observational Learning of Cache Location by Free-Flying Birds and a Game Theoretical Model." Prof. D.F. Sherry.

William Johannes Lancee, Institute of Medical Science, "The Influence of Mood Variation on Risk for Recurrence of Herpes Labialis." Prof. S.J.J. Freeman.

Leslie Anthony Lowcock, Department of Zoology, "Evolution, Ecology and the Nature of Bisexual-Unisexual Communities: The *Ambystoma laterale-jeffersonianum* complex in Central Ontario." Prof. R.W. Murphy.

**FRIDAY, NOVEMBER 29**  
Jill Victoria Hambly, Department of English, "Relationship Remembered against Relationship Forgotten: Community in the Novels of Samuel Richardson." Prof. P. Bruckmann.

James Woodrow Hassell, Centre for Medieval Studies, "Thomas Sampson's Dictaminal Treatises and the Teaching of French in Medieval England: An Edition and Study." Prof. B.S. Merrilees.

Phyllis Elaine Pobst, Centre for Medieval Studies, "The Register of William Bateman, Bishop of Norwich, A.D. 1344-1355." Prof. J. Goering.

**MONDAY, DECEMBER 2**  
Nicola Zoe Hilton, Department of Psychology, "Reactance and Frustration in Wife Assault." Prof. C.D. Webster.

Roderick Edward McGill, Department of Electrical Engineering, "Towards the Development of an Adaptive User Interface for Tremor Disabled Persons: A Blackboard Expert System Approach." Profs. H. O'Beirne and M. Milner.

Jill B. Ross, Centre for Medieval Studies, "Corporeality and Textuality in Selected Medieval Hispanic Texts, ca. 400-1350." Prof. J.F. Burke

**TUESDAY, DECEMBER 3**  
Mary Caravias, Department of Education, "An Examination of Depression in Adolescence: Its Relationship to Egocentrism and Interpersonal Relationships." Prof. O. Weininger.

Tara Wendy Goldstein, Department of Education, "The Immigrant in the Workplace: An Ethnography of Ways of Communicating and Experience at Work." Prof. M. Heller.

**WEDNESDAY, DECEMBER 4**  
Suman Bala Malhotra, Department of Molecular & Medical Genetics, "Mutational Analysis in the Duchenne Muscular Dystrophy Gene: Frameshift Deletions Resulting in a Wild Phenotype." Prof. R.G. Worton.

Sylvie Rosienski, Department of French Language & Literature, "Peregrinations Ludiques." Prof. J.M. Paterson.

Vincent Lawrence St. Louis, Department of Zoology, "The Effects of Experimental Lake Acidification on the Reproductive Success of Tree Swallows." Prof. J.C. Barlow.

**THURSDAY, DECEMBER 5**  
Saleh Abdalla Alshebeili, Department of Electrical Engineering, "Volterra-Type Systems and Polyspectra." Prof. A.N. Venetsanopoulos.

Sally Leilani Jones, Graduate Centre for Study of Drama, "The Original Characters of Edwin Forrest and His American Style." Prof. L.L. Marker.

Heather Coreen Proctor, Department of Zoology, "The Evolution of Sperm Transfer Behaviour in Water Mites (Acari: Parasitengona)." Profs. R.L. Baker and D.T. Gwynne.

Becki Lynn Ross, Department of Education, "The House That Jill Built: Lesbian Feminist Organizing in Toronto, 1976-1980." Prof. D.E. Smith.

Christine Julia Turkewych, Department of Education, "Organizational Responses to Diversity: The A.C.O.R.D. Theory." Prof. J.R. Courtney.

# COMMITTEES

## SEARCH

**CHAIR, PREVENTIVE MEDICINE & BIOSTATISTICS**  
A search committee has been established to recommend a professor and chair of the Department of Preventive Medicine & Biostatistics. Members are: Professor John H. Dirks, dean, Faculty of Medicine (chair); Professor John E. Hastings, associate dean, community health, Faculty of Medicine (vice-

chair); Professors Laszlo Endrenyi, associate dean, Division IV, School of Graduate Studies; Harvey Skinner, chair, Department of Behavioural Science; Ellen Hodnett, Faculty of Nursing; Irving Rootman, director, Centre for Health Promotion; Walter Rosser, chair, Department of Family & Community Medicine; John Frank and Richard Osborn, Department of Preventive Medicine & Biostatistics; and Claire Bombardier, director, clinical

epidemiology division, Department of Health Administration; and Graham Pollett, director and medical officer of health, North York Health Unit; and Anna P. Perry, dean's office, Faculty of Medicine (recorder).

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chair or to any member of the committee.



## TURNING THE PAGE

*The Faculty of Library & Information Science examines new ways of accessing knowledge*

BY ADELE FASICK

THE AMOUNT OF AVAILABLE information now doubles every five years; soon it will be doubling every four.... A weekday edition of *The New York Times* contains more information than the average person was likely to come across in a lifetime in seventeenth-century England."

These words by Richard Saul Wurman in his book *Information Anxiety* highlight one of the most dramatic changes of the late 20th century. The explosion of information has been a mixed blessing. Important new knowledge can be buried in an obscure journal or lost in a mass of data stored in a huge database. Information not readily obtainable by the individuals who need it is no more valuable than a warehouse full of pages torn from great books. Information access rather than just information is the cornerstone of a free society: citizens cannot decide public issues without information; businesses cannot grow and develop; individuals cannot take advantage of the opportunities in their work and social lives unless they are able to find the information they need.

Although society as a whole is only now recognizing the age of information, the Faculty of Library & Information Science (FLIS) has, from its very beginning, been concerned with storing and making accessible the world's knowledge. When the school was founded more than 60 years ago, most important information was contained in printed records and the task of librarians was to collect, organize and make available these records. Now information is stored not only in print but in audio and video recordings, electronic databases and laser disks. Locating relevant information and making it available to the people who want to use it has become more complex than it was even five years ago. Educating information professionals for the 21st century is a challenging task and one that has brought many changes to the faculty.

Perhaps the most obvious change in recent years has been the increased use of technology for storing and transferring information. Card catalogues have given way to online catalogues and many indexes and bibliographies have been replaced by online databases and compact disks. These new resources enable researchers to locate more information on a particular topic than they could ever have found from using print sources, but only when the products are well designed and used. A scholar given a list of 639 articles on her chosen topic may be so overwhelmed with unwanted information that she will be unable to use any of it. Information professionals must learn not only how to store vast quantities of information but how to provide sophisticated systems of access so that each user receives the information that is useful — neither missing anything that is important nor being lost in a welter of peripheral sources.

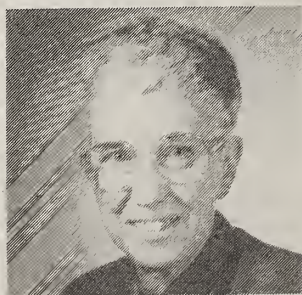
FLIS is meeting the challenge by modifying its existing programs and by introducing a new one. The courses taught in the master of library science program have been expanded to include both traditional and new forms of information dissemination. Every student learns to work with a variety of software and receives experience in answering reference questions by searching online databases and compact disks as well as by examining more traditional reference books. Students learn to catalogue material in machine-readable format compatible with the records of information agencies across the country and around the world. They learn to select material that appeals to the specific community with which they work, whether that community is the population of an ethnic neighbourhood in Toronto, the staff of a large medical centre or a group of researchers in a remote astronomical observatory.

The faculty's new program, leading to a master of information science degree, prepares students for planning, designing and maintaining database systems for industry and government. Students entering this program have studied mathematics and computer science during their undergraduate programs. Building

on these backgrounds, they learn how to plan information systems that people can use easily and efficiently.

TECHNOLOGY IS NOT THE ONLY INFORMATION ISSUE FOR the 1990s. The social impact of changes in the way information is preserved and made accessible is of crucial importance. For many years public libraries have served as centres for self-education. Now librarians face decisions about whether information in electronic format can be provided free of charge, whether people in small rural communities can be given the same services provided in large cities and how information services should be modified to serve a changing Canadian population.

Policy issues that information professionals must deal with include copyright — balancing the rights of the creators of information with the right of society to have access to new



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knowledge. The task of recapturing the record of an activity or idea becomes difficult when information is stored on easily altered computer disks. The idea of the electronic journal in which articles are stored in electronic form, with users printing out whatever specific items they want, raises troublesome questions about whether publishers can survive without an easily marketable product to offer. Who will determine which information is preserved for the future and which is erased from

memory? Will future historians be able to identify precisely which version of an article or report a particular individual read? Archival copies of electronic information may be difficult to obtain.

Governments collect large quantities of information about individuals and groups. High costs make it impossible to publish all of this information in print form. How can we decide which information should be made available to citizens and at what cost? Electronic storage is cheap for the producer but requires that potential users have access to costly hardware. If large firms can buy expensive data, are small business people unfairly discriminated against? Can the government afford to allow unequal access to social information?

With the preponderance of commercially available online information services emanating in the United States and Europe, are we in danger of losing control of our own information? Can we afford to become a branch-plant operation when it comes to information central to our own culture?

RESEARCH IN THE FACULTY ADDRESSES A WIDE RANGE OF issues within the information field. One project examines the way business executives monitor market trends and the social environment in order to maintain their competitiveness. The results of this study will help information professionals decide which resources and services are needed to support business enterprises and how they should be made available for maximum convenience and efficiency.

In a joint project with the Metro Toronto Reference Library and several other agencies, another faculty member is developing a community health information centre that will make it possible for people to dial an 800 number and have their health queries answered by trained health science librarians. The centre will not offer diagnoses or health advice but will give authoritative information about health issues.

One faculty member is working on software that permits students to represent the designs of large-scale information systems and large databases in graphic form; another is investigating the ways in which office work groups adapt to and shape common desktop computing technologies. Research among doctoral students is equally diverse, ranging from a history of early Greek books to the information needs of computer science researchers.

The *Canadian Journal of Information Science*, published at FLIS for the last five years, is the premier outlet for work in information science in Canada. It provides a forum in which researchers can report their most recent findings and can raise vital information issues.

Access to current information is only one of many social issues in the information world. Preserving the historical record has been one of the major tasks of libraries since their inception. The importance of archives has been underlined by recent access-to-information legislation, which requires that information be stored by public agencies and made available to individuals on demand. FLIS is developing a program for training archivists who will be able to preserve historical and contemporary records and make them available to people who need them.

The ubiquitous computer has drawn together people working with information in a variety of settings. The future for information professionals appears to be one in which the distinctions among librarians, archivists, records managers and information officers will become blurred. A common core of theory about information — how it is generated, organized, disseminated and used — will serve the needs of professionals working in many different fields.

*Professor Adele Fasick is dean of the Faculty of Library & Information Science.*